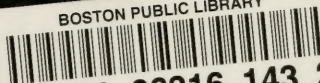


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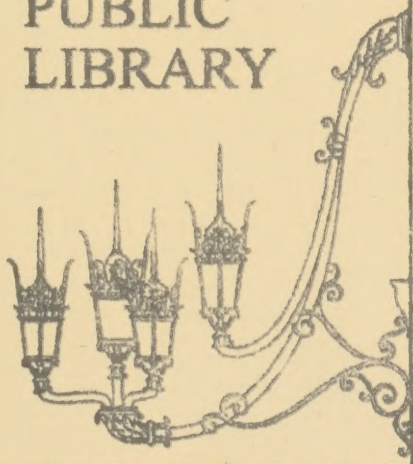


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The Commonwealth of Massachusetts

FORTY-SIXTH ANNUAL REPORT

ON THE

STATISTICS OF LABOR

FOR THE YEAR

1915

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BOSTON

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1915

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STATISTICS OF LABOR—1915.

PREFATORY NOTE.

The matter presented in this volume constitutes the Forty-sixth Annual Report on the Statistics of Labor for Massachusetts, and consists of nine parts issued by this Bureau during the fiscal year ending December 1, 1915. Beginning with the year 1913 all of the publications of the Labor Division of the Bureau have been styled "Labor Bulletins", and a certain number of copies have been set aside for binding and publication at the end of the year under the title of the "Annual Report on the Statistics of Labor."

The nine parts included in the present report continue the series of Labor Bulletins as 104 to 112 respectively. The subject matter of these bulletins may be briefly described as follows:

PART I. Handbook of the Labor Laws of Massachusetts. This compilation includes the laws relative to labor which were in force in Massachusetts at the close of the legislative session of 1914. In this Handbook the various provisions have been classified by subject instead of being arranged in the order of the passage of the several Acts, the purpose being to present a Handbook of the greatest convenience to the layman.

PART II. Sixth Annual Report on Labor Organizations for the year 1913. In this report attention has been confined principally to the presentation of statistics relative to the number and membership of labor organizations in the Commonwealth and the employment of their members. A chart, showing graphically the fluctuations in unemployment in the United Kingdom, Germany, New York State and Massachusetts during the period 1908 to 1913, has also been included.

PART III. Fourteenth Annual Directory of Labor Organizations in Massachusetts, 1915. In addition to the facts with reference to local organizations (name, location, place of meeting, name and address of secretary and of business agent) the names of all national and international organizations in the United States, with the names and addresses of their respective secretaries, have been included, in so far as these facts were obtainable.

PART IV. Fifth Annual Report on Union Scale of Wages and Hours of Labor in Massachusetts, 1914. The information presented in this report was obtained principally from local trade unions in the Commonwealth whose members were known to be working under a time-rate system. To some extent information was also obtained from employers in order to supplement or confirm the data obtained from trade union officials.

PART V. Immigrant Aliens Destined for and Emigrant Aliens Departed from Massachusetts, 1914. For use in this report, data having particular reference to Massachusetts were selected from the Annual Report of the Commissioner-General of Immigration for the year ending June 30, 1914. The report also contains comparative data for the twenty-year period 1895-1914, and a chart showing the volume of immigration to the United States and to Massachusetts during the same twenty-year period.

PART VI. Wages and Hours of Labor in the Manufacture of Paper Products in Massachusetts. The information presented in this report was, for the most part, secured directly by special agents of the Bureau who visited the establishments in the industries studied and in most cases personally copied the desired data from the pay-rolls. This investigation supplements an investigation made at the same time and along similar lines in the paper and wood pulp industry in Massachusetts, the results of which were published as Part VII of the Report for 1914 and issued as Labor Bulletin No. 103.

PART VII. Labor Legislation in Massachusetts, 1915. This part consists of a compilation of the Acts relating to labor which were passed by the Legislature of Massachusetts during the session of 1915, and is intended to serve as a supplement to the Handbook of Labor Laws (constituting Part I of the present report and issued as Labor Bulletin 104) which contains the text of labor laws in effect at the close of the legislative session in 1914. Certain other matter having a direct bearing upon the labor legislation of the present year was also included in the compilation for 1915.

PART VIII. Labor Bibliography, 1914. This bibliography, constituting the fourth annual publication of this character issued by this Bureau, includes a wide range of important titles both of books and of articles in periodicals, having reference to labor, broadly defined, which appeared during the calendar year 1914. An endeavor has been made to include the more important titles of publications on this subject which appeared during the year in English, French, German and, in so far as obtainable, in other languages.

PART IX. Seventh Annual Report on Labor Organizations for the year 1914. The usual statistics relative to the number and membership of labor organizations in the Commonwealth and the employment of organized workmen have been presented in this part, together with a general review of the labor movement in Massachusetts during the year, the latter constituting a new feature of the report. Owing to unavoidable delay in publishing the report on labor organizations for 1913, which constitutes Part II of the present report, two parts on a similar subject are necessarily included in this volume. Two charts have been included, the one showing the fluctuations in the number and membership of labor organizations in Massachusetts during the period 1908 to 1914, and the other showing the fluctuations in unemployment in the United Kingdom, Germany, New York State and Massachusetts during the same period.

The several parts of the present report have been prepared under the immediate supervision of Mr. Roswell F. Phelps, Chief of the Labor Division of this Bureau and of Mr. Frederick J. de Sloovere, Legal Assistant, by whom the compilations of the labor laws have been prepared.

CHARLES F. GETTEMY,

Director, Bureau of Statistics.

STATE HOUSE, BOSTON, November 30, 1915.

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HANDBOOK OF THE LABOR LAWS OF
MASSACHUSETTS

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HANDBOOK OF THE LABOR LAWS OF MASSACHUSETTS.

INTRODUCTORY.

This compilation is intended to include the laws relative to labor in force in this Commonwealth up to the close of the legislative session of 1914. It accordingly consists of the text of Chapter 514 of the Acts of 1909, entitled "An Act to Codify the Laws Relating to Labor", or amendments thereto, and a large number of other laws which directly or indirectly affect the subject of labor. These laws have been classified by subjects, rather than by the dates on which the acts were passed, in an attempt to present a handbook of the greatest convenience to the layman. In order to make such a classification, it has been necessary to rearrange the various acts, chapters, sections, and even parts of sections, by transferring or omitting certain words, phrases, and clauses and by inserting certain matter in order to make the context clear. Wherever it has been deemed advisable to omit any matter, the omission has been indicated by three points, thus: . . .¹; wherever any insertion has been made, such insertion has been enclosed in brackets, thus: []². Citations of the sections printed in this compilation are given in italic type, enclosed in brackets, at the end of each paragraph, thus: [*Acts, 1912, c. 726, § 1*], to indicate where may be found, in the official edition of the Revised Laws or of the Acts and Resolves, the complete text of every section presented herein. Such citations include the last amendment to the section, in addition to its original date of enactment and chapter number wherever such original act has not been repealed.

¹ An example of such omission may be noted by referring to page 9, paragraph 13, on the "salaries and expenses of the board". The part omitted, as indicated by the three points relates, not to the salaries and expenses of the board, but to the salary of the commissioner of labor, and therefore appears in this compilation under the heading "Commissioner of Labor."

² An example of such insertion may be noted by referring to page 12, paragraph 29, first line. This section, as printed in the statutes, has the words "members of the inspection department of the district police", but a later act (*Acts, 1912, c. 726*) conferred these powers and duties upon the inspectors of the state board of labor and industries, so in this compilation we have for the sake of clearness inserted in place of the words "members of the inspection department of the district police" the words in brackets "[inspectors of the state board of labor and industries]".

For the purpose of avoiding a considerable amount of repetition, those sections, the text of which permits of more than one classification, have generally been placed where it is deemed they will be of most value. For instance, certain sections of Chapter 791, Acts of 1914, relating to motion picture apparatus, might well be placed in this compilation under the section headed "Safety"; but in order that the laws relating to the installation and inspection, as well as those relating to the operation of such apparatus, might be grouped together, the above sections have been placed under "Licensed Occupations." In a few instances, however, it was considered advisable to place a section under more than one classification. The index appended hereto will be found of considerable assistance as it contains the necessary cross references to assist in locating any section, regardless of its classification in this compilation.

Special legislation affecting a particular city or town has been generally omitted; certain acts, however, concerning the city of Boston, which were deemed of general interest, have been included.

The fundamental purpose of this compilation, as already described, is to make available a convenient handbook of the many laws affecting labor in this Commonwealth. Should the complete text of any of these laws be desired, reference should be made to the official edition of the Revised Laws of 1902 and of the Acts and Resolves since published. So far as possible, sentences indicating revision of previous statutes, and the time of taking effect have been omitted throughout this compilation. In addition to an alphabetical subject index, we have also presented as an appendix a table, arranged chronologically, showing the disposition made of all the statutes included in this compilation.

Under "Administrative Provisions" have been printed certain provisions of the laws governing the different State boards and commissions which are more directly concerned with the subject of labor.

Of the legislation on pensions and retirement systems, the act entitled, "An Act to establish a retirement system for the employees of the Commonwealth" is herein reproduced in full. As an example of the laws relating to the retiring of employees of municipalities and other divisions of the Commonwealth, we have published in its entirety the act entitled, "An Act to establish a retirement system for public school teachers." We have also presented a list of all the pension acts, together with a brief description of the various systems, as compiled by the Commission on Pensions and presented in their report to the Legislature of 1914.¹

¹ House Document No. 2450.

A. ADMINISTRATIVE PROVISIONS.

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(See also under Public Employment.)

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1. Appointment of. — The governor shall annually, in May or June, with the advice and consent of the council, appoint a civil service commissioner for a term of three years from the first Monday of July following. All appointments shall be so made that not more than two commissioners shall at the time of any appointment be members of the same political party. The chairman of the commission shall at all times be such one of the three commissioners as the governor shall designate. . . . [*R. L., c. 19, § 1, as last am. by Acts, 1910, c. 608.*]

2. Compensation. — . . . The chairman of the commission shall receive an annual salary of twenty-five hundred dollars and each of the other commissioners an annual salary of two thousand dollars, together with the travelling expenses incurred in the performance of their official duties. The commissioners shall devote so much of their time to the work of the commission and shall establish and maintain such office hours as shall be approved by the governor and council. [*R. L., c. 19, § 1, as last am. by Acts, 1910, c. 608.*]

3. Secretary. — . . . They [the civil service commissioners] may appoint a secretary who shall receive an annual salary of [thirty-five hundred] dollars. . . . [*R. L., c. 19, § 2, as last am. by Acts, 1914, c. 664.*]

4. Chief examiner. — The commissioners may appoint a chief examiner, who, under their direction, shall superintend any examination held under the provisions of this chapter and perform such other duties as they may prescribe. He shall receive an annual salary of [thirty-five hundred] dollars, and travelling expenses incurred in the performance of his official duties. [*R. L., c. 19, § 2, as am. by Acts, 1914, c. 665.*]

5. Deputy examiner, appointment of. — The civil service commissioners may appoint a deputy examiner who, under their direction, shall superintend any examination held under the provisions of *R. L., c. 19* and acts in amendment thereof, and shall perform such other duties as the commissioners may prescribe. He shall receive such annual salary, not exceeding twenty-five hundred dollars, as shall be approved by the governor and council, together with travelling expenses incurred in the performance of his official duties. . . . [*Acts, 1910, c. 184.*]

6. Examiners. — They [the commissioners] may designate persons in the official service of the commonwealth or of any city or of any town wherein this chapter is

in force, who shall, with the consent of the head of department or office in which any such person serves, act as examiners of applicants for public employment. But no person shall serve as such examiner when any relative or connection by marriage, within the degree of first cousin, shall be an applicant. [*R. L., c. 19, § 4.*]

(NOTE. — July 10, 1913, the commission voted to abolish the positions of examiners in the different cities outside of Boston, and to appoint instead a local representative in the cities outside the Greater Boston district, whose duties shall be as the commission shall from time to time prescribe.) [*30th Annual Report Civil Service Commission, page 11.*]

7. Inspectors, appointment of. — The civil service commissioners may employ in their department two additional inspectors, one of whom shall be a payroll inspector at a salary not exceeding twelve hundred dollars per annum, and the other shall be a physical inspector at [such annual salary, not exceeding twenty-five hundred dollars as shall be approved by the governor and council]. The said inspectors shall also be paid their necessary travelling expenses incurred in the performance of their duties. [*Acts, 1906, c. 465, as am. by Acts, 1910, c. 204.*]

8. Registrar of labor. — . . . They [the civil service commissioners] may appoint a registrar of labor, who shall, under their direction, supervise the administration of civil service rules applicable to the public labor service of the commonwealth or of any city thereof. He shall receive an annual salary of two thousand dollars, and his travelling expenses. . . . [*R. L., c. 19, § 2.*]

9. Witnesses and testimony: (*See also R. L., c. 175, § 10.*) — The commissioners or any of them, in an investigation by them, may summon witnesses, administer oaths and take testimony. The fees of such witnesses shall be the same as for witnesses before the superior court, and shall be paid from the appropriation for the incidental expenses of the commissioners. [*R. L., c. 19, § 3.*]

10. Records and annual report. — They [the commissioners] shall keep records of their proceedings and of examinations made by them or under their authority. Recommendations of applicants received by them or by any officer authorized to make appointments or to employ laborers or others, within the scope of such rules, and the examination papers of such applicants, shall be preserved for at least six years, after which time any or all application and examination papers of applicants, with accompanying recommendations, may, at the discretion of said commissioners, be destroyed. Such records and recommendations shall, under regulations approved by the governor and council, be open to public inspection. The commissioners shall from time to time suggest to the general court appropriate legislation for the administration and improvement of the civil service and shall annually before the tenth day of January make a report which shall contain any rules adopted under the provisions of this chapter. [*R. L., c. 19, § 5, as am. by Acts, 1902, c. 308.*]

11. Rules. — The commissioners shall from time to time prepare rules regulating the selection of persons to fill appointive positions in the government of the commonwealth and of the several cities thereof and the selection of persons to be employed as laborers or otherwise in the service of the commonwealth and said several cities, and altering, rescinding, amending or adding to the rules now established. Such rules may be of general or limited application and shall take effect only when approved by the governor and council. [*R. L., c. 19, § 6.*]

Changes in rules to be printed for distribution. — Changes in the rules shall forthwith, when approved, be printed for distribution, and a certified copy thereof sent

to the mayor of each city and the selectmen of each town to which such changes relate, and shall be published in one or more newspapers. In such publication the date when such changes shall take effect shall be specified, which date shall not be less than sixty days subsequent to the date of such publication. (For copy of such rules, see last annual report of the civil service commission.) [*R. L., c. 19, § 8.*]

STATE BOARD OF LABOR AND INDUSTRIES.

(See also under Joint Board, page 15.)

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12. Organization of the board. — There is hereby established a state board of labor and industries to be composed of five persons who shall be appointed by the governor, with the advice and consent of the council. The terms of office of the members of the board shall be five years, except that when first appointed one of the members shall be appointed for four years, one for three years, one for two years, and one for one year, the member at that time appointed for five years to be chairman. Thereafter a member shall be appointed each year, for a term of five years. One member of the board shall be an employer of labor, one a wage-earner, one a physician or a sanitary engineer, and at least one a woman. The governor, with the advice and consent of the council, shall have power to fill by appointment for the unexpired term any vacancy that may occur in the board. [*Acts, 1912, c. 726, § 1.*]

13. Salaries and expenses of the board. — The salary of the chairman of the board shall be fifteen hundred dollars a year, and the salaries of each of the other members of the board shall be one thousand dollars a year. . . . The board may incur other necessary expenses for carrying out the provisions of this act, not exceeding the annual appropriation therefor. . . . [*Acts, 1912, c. 726, § 3.*]

14. Offices. — . . . It shall be provided with offices in the state house or in some other suitable building in the city of Boston, and elsewhere in the commonwealth if approved by the governor and council. [*Acts, 1912, c. 726, § 3.*]

15. Duties and powers of the board: [a] *Investigation of industrial conditions.* — The board may investigate the conditions existing in any line of industry carried on by inhabitants of the commonwealth, and such investigations may be extended outside of the commonwealth to procure information for the promotion of industrial development or the improvement of industrial conditions. The board shall receive all complaints concerning conditions existing in any industry carried on by inhabitants of the commonwealth, or concerning alleged violations of any laws enforced under its direction, and shall thereupon make or direct all needful and appropriate investigations and prosecutions. It may employ experts or other necessary assistants to aid in the performance of any duty imposed upon it by law. . . . (See also paragraph 49, page 16.) [Acts, 1912, c. 726, § 4.]

(b) *To make rules, etc.* — . . . [The board] may make rules not inconsistent with existing law for carrying out the provisions of this act. [Acts, 1912, c. 726, § 4.]

(c) *Enforcement of labor laws, etc.* — All powers and duties with reference to the enforcement of laws relating to labor and the employment thereof, the inspection and licensing of buildings or parts of buildings used for industrial purposes, the inspection and licensing of the workers therein and of all other industrial employees within the commonwealth, the enforcement of laws relating to the employment of women and minors, and the institution of proceedings in prosecution of violations of any of the said laws, now conferred or imposed by law upon the state board of health or state inspectors of health, or upon the chief of the district police, the inspectors of factories and public buildings of the district police, or the inspection department of the district police, or the deputy chief of the inspection department of the district police, with the exception of such duties and powers as are now imposed by law upon the chief inspector of boilers or the boiler inspectors of the district police, and with the further exception of such powers and duties as relate to the inspection of buildings under erection, alteration or repair, are hereby transferred to the state board of labor and industries. Said board may delegate to [the commissioner of labor], deputy commissioners or inspectors as are under its direction such of the above powers as it may deem necessary to carry out the provisions of this act. . . . [Acts, 1912, c. 726, § 5.]

16. Definition of buildings used for industrial purposes. — . . . Buildings used for industrial purposes under the meaning of this act shall include factories, workshops, bakeries, mechanical establishments, laundries, foundries, tenement-house workrooms, all other buildings or parts of buildings in which manufacturing is carried on, and mercantile establishments as defined in Acts, 1909, c. 514, § 17. [Acts, 1912, c. 726, § 5.]

17. Nature of inspection and investigation. — . . . The inspection and investigation carried on by the state board of labor and industries shall be a regular and systematic inspection and investigation of all places of employment and the conditions of safety and health pertaining thereto. . . . [Acts, 1913, c. 813, § 4.]

18. Posting notices for the information of employees. — The state board of labor and industries may require employers to post in conspicuous positions in any place of employment such placards, posters or signs as the said board may issue for the information of employees. [Acts, 1914, c. 263.]

19. Annual report. — The board shall annually, on or before the first Wednesday in January, submit to the general court a report containing a statement of the character and results of the work performed by it or under its direction during the preceding year and of the expenditures for the year, together with an estimate of the

sum required for the ensuing year and recommendations for such additional legislation as the board shall deem necessary. Thirty-five hundred copies of the report shall be printed, of which number twenty-five hundred copies shall be delivered to the said board for distribution. Five hundred copies of those delivered to the board for distribution shall be bound in cloth. [*Acts, 1912, c. 726, § 14, as am. by Acts, 1914, c. 533.*]

20. Provision for compilation of labor laws. — *Resolved*, That the commissioner of labor is hereby authorized and directed to compile the laws of the commonwealth relating to labor and the employment thereof, and to report to the general court, during the present session, if possible, and not later than the second Wednesday in January, in the year nineteen hundred and fifteen. The said report shall call especial attention to any changes that, in the opinion of the commissioner, should be made in said laws. [*Res., 1914, c. 36.*]

21. Commissioner of labor. — (a) There shall be a commissioner of labor, who shall be appointed by the board. He shall serve for such term as the board may determine, and may be removed at any time by the board by vote of a majority of its members. Upon such removal a statement of reasons therefor shall be filed by the board with the governor. The commissioner of labor shall devote all his time to the affairs of the board, under its direction. [*Acts, 1912, c. 726, § 2.*]

(b) . . . The salary of the commissioner of labor shall be determined by the board, and shall not be less than five thousand nor more than seventy-five hundred dollars a year. . . . [*Acts, 1912, c. 726, § 3.*]

(c) . . . Any order made by the commissioner [of labor] may be amended, suspended or revoked by the board. [*Acts, 1912, c. 726, § 9.*]

22. Deputy commissioners. — (a) The board may appoint not more than two deputy commissioners of labor who shall be under the direction of and responsible to, the commissioner. One of the said deputies shall be especially qualified to supervise the enforcement of laws under the jurisdiction of the board which relate to the health of persons employed in buildings used for industrial purposes and shall be charged with that duty. Further division of powers and duties between the deputy commissioners may be made by the board, which shall also fix their salaries and terms of office with the approval of the governor and council. The board shall have power to remove a deputy commissioner from office at any time by vote of a majority of its members. [*Acts, 1912, c. 726, § 7.*]

(b) . . . Any order made by a deputy commissioner . . . may be amended, suspended or revoked by the commissioner of labor or by the board. . . . [*Acts, 1912, c. 726, § 9.*]

23. Appointment of inspectors, etc. — The board shall have power to appoint and remove industrial health inspectors, industrial inspectors, assistant industrial inspectors, and necessary clerical assistants, subject to the laws of the commonwealth relating to the appointment and removal of employees in the classified civil service. . . . The state civil service commissioners shall prepare rules, subject to the approval of the governor and council, for including in the classified service all industrial health inspectors, industrial inspectors, assistant industrial inspectors, and clerical assistants. These rules shall provide that candidates for appointment shall pass an examination of a comprehensive and practical character based upon the particular requirements of the kind of work to be done. . . . [*Acts, 1912, c. 726, § 8.*]

24. Inspection districts. — The commissioner of labor may divide the com-

monwealth into inspection districts, and may assign the number of industrial health inspectors, industrial inspectors and assistant industrial inspectors thereto which he deems necessary, all with the consent of the board. Any order made by [an] . . . inspector may be amended, suspended or revoked by the commissioner of labor or by the board. . . . [*Acts, 1912, c. 726, § 9.*]

25. Number and qualifications of inspectors. — The total number of industrial health inspectors, industrial inspectors and assistant industrial inspectors shall not exceed twenty-four, of whom at least four shall be women. . . . Industrial health inspectors shall be persons admitted to practice medicine in this commonwealth, [or persons especially qualified by technical education in matters relating to health and sanitation]. Inspectors and assistant inspectors shall be not over forty-five years of age on the date of their first appointment, but this age limit shall not apply to any reappointment. . . . [*Acts, 1912, c. 726, § 8, as am. by Acts, 1913, c. 813, § 8.*]

26. Inspectors to give their entire time to duties. — . . . Industrial health inspectors, industrial inspectors and assistant industrial inspectors shall devote their entire time to the affairs of the board. . . . [*Acts, 1912, c. 726, § 8.*]

27. Inspectors to be sworn. — . . . Each inspector shall, before entering upon his duties, be sworn to the faithful performance thereof. . . . [*Acts, 1912, c. 726, § 8.*]

28. Salaries of inspectors. — . . . The salaries of the industrial health inspectors, industrial inspectors and assistant industrial inspectors shall be determined by the board with the approval of the governor and council and shall be graded and of sufficient amount to secure competent men and women for the service; *provided, however*, that the salaries of the industrial inspectors shall be not less than fifteen hundred dollars a year, and *provided, further*, that the amount expended by the board in any year for such salaries shall not exceed the annual appropriation therefor. All salaries provided for under this act shall be paid out of the treasury of the commonwealth. [*Acts, 1912, c. 726, § 8.*]

29. Powers and duties. — (a) The [inspectors of the state board of labor and industries] shall, except as otherwise provided in R. L., cc. 104, 105 and 106, enforce the provisions thereof and all other provisions of law relative to the employment of women and minors in manufacturing, mechanical and mercantile establishments, the employment of children, young persons or women in factories or workshops, the lighting and the ventilation of factories or workshops, the keeping of them clean, and the securing of proper sanitary provisions therein, and the making of clothing in unsanitary conditions. For such purposes, said inspectors may enter all buildings and parts thereof which are subject to the provisions of said chapters and examine the methods of protection from accident, the means of escape from fire, the sanitary provisions, the lighting and the means of ventilation, and may make investigations as to the employment of children, young persons and women. (See paragraph 15 (c) page 10.) [*R. L., c. 108, § 8, as am. by Acts, 1907, c. 413.*]

(b) Every [inspector of the state board of labor and industries] . . . shall inform himself concerning the health of all minors employed in factories within his district, and, whenever he may deem it advisable or necessary he shall call the ill health or physical unfitness of any minor to the attention of his or her parents or employers and of the state board of [labor and industries]. [*Acts, 1907, c. 537, § 3.*]

30. Inspectors to possess certain police powers. — For the enforcement of any law within the jurisdiction of the state board of labor and industries, industrial health inspectors, industrial inspectors and assistant industrial inspectors shall possess the

police powers granted by existing law to members of the inspection department of the district police. [*Acts, 1912, c. 726, § 11.*]

31. Penalty. — Any inspector under the state board of labor and industries who directly or indirectly receives a reward, gift or gratuity on account of his official services, shall be punished by a fine of not more than one hundred dollars or by imprisonment for not more than three months; and shall also be discharged from office. [*Acts, 1912, c. 726, § 10.*]

32. Rights of state inspectors of health. — Nothing in this act shall be construed to prevent the state inspectors of health from entering buildings used for industrial purposes when required by their duty to protect the health of the community, especially as prescribed by Acts, 1907, c. 537, § 3, except that the duty therein prescribed in informing themselves concerning the health of minors in factories is hereby transferred to the state board of labor and industries. The said board shall promptly report to the state board of health all cases of disease in industrial establishments which may affect the health of the community. [*Acts, 1912, c. 726, § 6.*]

33. Transfer of certain inspectors authorized. — The inspectors of factories and public buildings of the district police who were transferred to the state board of labor and industries, established by Acts, 1912, c. 726, shall, upon their request in writing to the governor, be transferred to the building department of the district police to fill any vacancies in that department which may occur after the first day of June in the year nineteen hundred and thirteen. [*Acts, 1913, c. 424.*]

34. Laws repealed. — All acts and parts of acts inconsistent herewith are hereby repealed; but nothing in this act shall be construed as affecting the duties of the bureau of statistics as defined by Acts, 1909, c. 371. [*Acts, 1912, c. 726, § 15.*]

INDUSTRIAL ACCIDENT BOARD.

(See also under Joint Board, page 15.)

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35. Organization of the board. — There shall be an industrial accident board consisting of five members, to be appointed by the governor, by and with the advice and consent of the council, one of whom shall be designated by the governor as chairman. The term of office of members of this board shall be five years, except that when first constituted one member shall be appointed for one year, one for two years, one for three years, one for four years, and one for five years. Thereafter one member shall be appointed every year for the full term of five years. [*Acts, 1911, c. 751, Pt. III, § 1, as am. by Acts, 1912, c. 571, § 6.*]

36. Salaries and expenses. — The salaries and expenses of the board shall be paid by the commonwealth. The salary of the chairman shall be five thousand dollars

a year, and the salary of the other members shall be forty-five hundred dollars a year each. The board may appoint a secretary at a salary of not more than three thousand dollars a year, and may remove him. It shall also be allowed such sums as may annually be appropriated by the general court for clerical service, and travelling and other necessary expenses. . . . [*Acts, 1911, c. 751, Pt. III, § 2, as last am. by Acts, 1913, c. 48.*]

37. Offices. — (a) . . . The board shall be provided with an office in the state house or in some other suitable building in the city of Boston, in which its records shall be kept. [*Acts, 1911, c. 751, Pt. III, § 2, as last am. by Acts, 1913, c. 48.*]

(b) . . . There may be established and maintained under the care and direction of the industrial accident board not more than four branch offices in such cities as may be selected by said board, from time to time, after proper investigation, for the purpose of the better adjustment of disputed cases and for the better information of all parties as to their rights under this act. Said board is hereby authorized to provide such offices with useful rooms, furniture and equipment required for the transaction of the business authorized by this act, also to appoint such officers, agents, clerks and assistants as are necessary to discharge in connection with such offices the duties required by this act, under the direction of said industrial accident board. . . . [*Acts, 1911, c. 751, Pt. V, as am. by Acts, 1914, c. 708, § 15.*]

38. Duties and powers. — The board may make rules not inconsistent with this act for carrying out the provisions of the act. Process and procedure under this act shall be as summary as reasonably may be. The board or any member thereof shall have the power to subpoena witnesses, administer oaths, and to examine such parts of the books and records of the parties to a proceeding as relate to questions in dispute. . . . [*Acts, 1911, c. 751, Pt. III, § 3, as am. by Acts, 1912, c. 571, § 8.*]

39. Witness fees. — . . . The fees for attending as a witness before the industrial accident board shall be one dollar and fifty cents a day, for attending before an arbitration committee fifty cents a day; in both cases five cents a mile for travel out and home. . . . [*Acts, 1911, c. 751, Pt. III, § 3, as am. by Acts, 1912, c. 571, § 8.*]

40. Jurisdiction of the superior court. — . . . The superior court shall have power to enforce by proper proceedings the provisions of [paragraphs 38 and 39] relating to the attendance and testimony of witnesses and the examination of books and records. [*Acts, 1911, c. 751, Pt. III, § 3, as am. by Acts, 1912, c. 571, § 8.*]

41. Inspectors. — The industrial accident board may appoint and remove not more than six inspectors, subject to the laws relating to the appointment and removal of employees in the classified civil service. They shall be required to pass examinations of a comprehensive and practical character based upon the particular requirements of the kinds of work to be done, shall be graded in such manner as the board may deem expedient, and shall receive such salaries as the board, with the approval of the governor and council, may fix. [*Acts, 1913, c. 813, § 9.*]

42. Nature of inspections and investigations. — . . . The inspection and investigation carried on by the industrial accident board shall be that relating to causes of injuries for which compensation may be claimed. [*Acts, 1913, c. 813, § 4.*]

43. Medical adviser. — . . . The industrial accident board may appoint a medical adviser who shall be a duly qualified physician. The board shall prescribe the duties of said medical adviser. His compensation shall be fixed by said board, subject to the approval of the governor and council, and shall not exceed the sum of four thousand dollars a year. [*Acts, 1911, c. 751, Pt. V, as am. by Acts, 1914, c. 708, § 15.*]

44. Annual report. — The industrial accident board . . . shall make an annual report to the general court; of which report there shall be printed four thousand five hundred copies, fifteen hundred to be bound, and the remainder to be unbound. Of the said copies five hundred bound and five hundred unbound shall be distributed by the secretary of the commonwealth, and the remainder shall be distributed by the board. [*Acts, 1914, c. 656.*]

JOINT BOARD OF THE STATE BOARD OF LABOR AND INDUSTRIES AND INDUSTRIAL ACCIDENT BOARD.

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45. Investigations relative to prevention of industrial accidents and occupational diseases. — The state board of labor and industries and the industrial accident board, sitting jointly, shall investigate from time to time employments and places of employment within the commonwealth, and determine what suitable safety devices or other reasonable means or requirements for the prevention of accidents shall be adopted or followed in any or all such employments or places of employment; and also shall determine what suitable devices or other reasonable means or requirements for the prevention of industrial or occupational diseases shall be adopted or followed in any or all such employments or places of employment. . . . [*Acts, 1913, c. 813, § 1.*]

46. Rules, regulations, and orders for prevention of industrial accidents and occupational diseases. — . . . [The joint board] shall make reasonable rules, regulations and orders for the prevention of accidents and the prevention of industrial or occupational diseases in such employments or places of employment. Such rules, regulations and orders may apply to both employer and employee. [*Acts, 1913, c. 813, § 1.*]

47. Public hearings. — (a) Before the adoption of any rule or regulation by the said joint board a hearing shall be given, and not less than ten days before the hearing a notice thereof shall be published in at least three newspapers, of which one shall be published in the city of Boston. Such rules or regulations shall upon adoption be published in like manner, and shall take effect thirty days after such publication, or at such later time as the board may fix. Before the adoption of any order a hearing shall be given thereon, of which a notice of not less than ten days shall be given to the individuals, firms, corporations or associations affected thereby. [*Acts, 1913, c. 813, § 2.*]

(b) All hearings by the joint board shall be open to the public. . . . [Acts, 1913, c. 813, § 7.]

48. Appointment of committees. — The joint board may appoint committees, on which employers and employees shall be represented, to investigate and recommend rules and regulations. [Acts, 1913, c. 813, § 3.]

49. Duties. — The joint board shall make such general arrangements between the two boards as will prevent duplication of effort but the inspection and investigation carried on by the state board of labor and industries shall be a regular and systematic inspection and investigation of all places of employment and the conditions of safety and health pertaining thereto, and the inspection and investigation carried on by the industrial accident board shall be that relating to causes of injuries for which compensation may be claimed. [Acts, 1913, c. 813, § 4.]

50. Right of entry to premises. — Any member or employee of either board may enter any place of employment for any purpose under this act at any time when the place of employment is being used for business purposes. [Acts, 1913, c. 813, § 5.]

51. Reports to be made by physicians. — The joint board may require every physician treating a patient whom he believes to be suffering from any ailment or disease contracted as a result of the nature, circumstances or conditions of the patient's employment to report such information relating thereto as it may require, within such time as it may fix, to the state board of labor and industries, and it may issue a list of such diseases which shall be regularly reported upon by physicians and may add to or change such list at any time. Copies of all such reports and all statistics and data compiled therefrom shall be kept by the state board of labor and industries, and shall be furnished on request to the industrial accident board and the state board of health. [Acts, 1913, c. 813, § 6.]

52. Chairman and secretary. — . . . The chairman of the state board of labor and industries and the chairman of the industrial accident board shall act alternately as chairman of the joint board, and the said board may designate one of the employees of either board to act as secretary. [Acts, 1913, c. 813, § 7.]

53. Rules of joint board to prevail. — If any rule or regulation made under authority of Acts, 1911, c. 751, Pt. IV, § 18 conflicts with or differs from a rule or regulation of the joint board [of the state board of labor and industries and the industrial accident board], the rule or regulation of the joint board shall prevail. [Acts, 1913, c. 813, § 10.]

54. Expenditures. — There may be expended annually by the joint board in carrying out the provisions of this act such sums as the general court may appropriate. The joint board shall annually submit to the auditor of the commonwealth such statements of estimates to cover its expenses as are required by Acts, 1912, c. 719, § 3. [Acts, 1913, c. 813, § 11.]

55. Definitions. — The following terms and phrases, as used in this act [Acts, 1913, c. 813], shall have the following meanings: —

(a) The term "employment" shall mean and include any trade, occupation or branch of industry, any particular method or process used therein, and the service of any particular employer, but shall not include private domestic service or service as a farm laborer.

(b) The phrase "place of employment" shall mean and include every place whether indoors or out or underground and the premises appurtenant thereto, into,

in or upon which any employee goes or remains either temporarily or regularly in the course of his employment.

(c) The terms "safe" and "safety", as used in this act, shall be held to relate to such freedom from danger to the life, safety and health of employees as the nature of the employment will reasonably permit.

(d) The terms "industrial disease" and "occupational disease" shall mean and include any ailment or disease caused by the nature, circumstances or conditions of the employment. [Acts, 1913, c. 813, § 12.]

56. Penalty. — Whoever violates any reasonable rule, regulation, order or requirement made by the joint board under authority hereof, shall be punished by a fine of not more than one hundred dollars for each offence. [Acts, 1913, c. 813, § 13.]

57. Laws repealed. — All acts and parts of acts inconsistent herewith are hereby repealed; but this provision shall not be construed to take away any of the existing powers of the industrial accident board, the [public service commission], the state board of health, the board of boiler rules, the boiler inspection department of the district police, or the building inspection department of the district police, or any power given to the state board of labor and industries by Acts, 1912, c. 726. [Acts, 1913, c. 813, § 14.]

DISTRICT POLICE.

(See also under Licensed Occupations and Industrial Safety.)

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58. Organization of the department. — There shall be a district police force divided into an inspection department, and . . . The governor shall designate one of the district police to be chief thereof, who shall have his office in Boston and who shall, subject to the approval of the governor, make all needful rules for the government of . . . [and] for reports to be made by [the district police] and for the performance of their duties. He shall annually, on or before the first of January, report in print to the governor relative to . . . public buildings. [Acts, 1904, c. 318 and R. L., c. 108, § 2, as am. by Acts, 1912, c. 726, § 5.]

59. Inspection department of district police divided into two departments.

— The inspection department of the district police force shall be divided into two departments which shall be designated, respectively, as the building inspection department of the district police and the boiler inspection department of the district police. . . . [R. L., c. 108, § 1 as am. by Acts, 1913, c. 610, § 1.]

60. Powers and duties. — The district police shall have and exercise throughout the commonwealth all the powers of constables, except the service of civil process, and of police officers and watchmen. The governor may at any time command their services in suppressing riots and in preserving the peace; but, except as aforesaid, a member of the inspection department shall not be required to perform any other duties than such as pertain to an inspector of . . . public buildings or to an inspector of steam boilers. [R. L., c. 108, § 7, as am. by Acts, 1912, c. 726, § 5.]

61. Examination and appointment of inspectors. — The [civil service] commissioners shall from time to time prepare rules¹ regulating the selection of persons to fill appointive positions in the government of the commonwealth. . . . [R. L., c. 19, § 6.]

. . . All future vacancies in [the boiler inspection department or the building inspection department] . . . shall be filled by the governor, subject to existing laws governing the appointment of the chief, deputy chiefs and members of the . . . inspection departments of the district police, by appointment to the department in which the vacancy occurs. [Acts, 1913, c. 610, § 1.]

62. Age and physical qualifications of applicants for the position of inspector. — Applicants for the position of boiler inspector must be not less than twenty-five and not over forty-five years of age at the time of filing the application. There is no requirement as to height or weight. [Civil Service Rules.]

Male applicants for all other positions of inspector of the district police must be not less than twenty-five nor over fifty years of age at the time of filing the application, and must measure not less than five feet seven inches in height and weigh not less than one hundred and thirty-five pounds; *provided, however, that the limitation as to age shall not apply to veterans.* [Civil Service Rules, see Acts, 1908, c. 375.]

63. Inspectors to be sworn. — Each member shall, before entering upon the performance of his duties, be sworn to the faithful performance thereof, and shall give bond to the treasurer and receiver general with sureties approved by the governor, in the sum of three thousand dollars, conditioned faithfully to perform his official duties and to account for all property which may come into his possession as such officer. He may be required by the governor to renew said bond from time to time, and, unless his oath of office is taken and his bond approved and filed within ten days after the date of his appointment, such appointment shall be void. (See also paragraph 65, page 19.) [R. L., c. 108, § 4.]

64. Salaries of certain members of district police. — The annual salary of . . . [inspectors of the district police] shall be graded by length of service as follows: First year, fifteen hundred dollars; second year, fifteen hundred and fifty dollars; third year, sixteen hundred dollars; fourth year, sixteen hundred and fifty dollars; fifth year, seventeen hundred dollars; and thereafter, seventeen hundred and fifty dollars. [Acts, 1913, c. 834.]

¹ See latest annual report of the civil service commission.

65. Acceptance of gratuities, etc., forbidden, etc. — [An inspector] who directly or indirectly receives a reward, gift or gratuity on account of his official services shall be punished by a fine of not more than one hundred dollars or by imprisonment for not more than three months; and shall also be discharged from office. [An inspector] who fails to faithfully perform the duties required of him by [R. L., c. 104 as amended] shall be immediately discharged from office. (See also paragraphs 69 and 72.) [R. L., c. 108, § 6.]

66. Clerical force, appointment, salaries, etc. — The clerical force of the two [inspection] departments shall consist of the . . . stenographers in the . . . building inspection department of the district police, and . . . in the boiler inspection department of the district police. . . . The chief of the district police shall appoint . . . stenographers for service in the branch offices of the district police, . . . at an annual salary of six hundred dollars each, increasing by yearly increments of fifty dollars until it reaches the sum of seven hundred and fifty dollars: *provided, however*, that such increase is approved from year to year by the chief of the district police for the efficiency and merit of said stenographers, or of either of them. Appointments to fill vacancies in the position of stenographer in either of the said departments of the district police, or in the branch offices of the district police, shall be made by the chief of the district police. [Acts, 1913, c. 610, § 5.]

67. Clerks in office of chief of district police, salaries, etc. — The chief of the district police may appoint in his office two clerks, the first, at a salary of fifteen hundred dollars a year, and the second, at a salary of one thousand dollars a year, which shall be paid by the commonwealth. He may also appoint a clerk for service in the boiler inspection department at a salary of six hundred dollars a year, to increase by yearly increments of fifty dollars until it reaches the sum of eight hundred dollars: *provided*, that such increase is approved, from year to year, by him for the efficiency and faithfulness of such clerk. [R. L., c. 108, § 3, as am. by Acts, 1913, c. 480.]

BUILDING INSPECTION DEPARTMENT.

68. Membership. — . . . The building inspection department of the district police shall consist of the present deputy chief of the inspection department of said force, who shall be designated officially as deputy chief of the building inspection department of the district police, and the eighteen inspectors of buildings provided for by Acts, 1912, c. 726, § 12, to be designated officially as building inspectors of the building inspection department of the district police. . . . [Acts, 1913, c. 610, § 1.]

69. Duties and powers of inspectors of buildings. — The duties and powers of the deputy chief and inspectors of the building inspection department of the district police shall be [as follows]:

(a) To enforce the laws relating to the erection, alteration, repair and inspection of buildings provided for by Acts, 1905, c. 347; Acts, 1909, c. 504, § 26; [Acts, 1912, c. 320, § 1; Acts, 1913, c. 655] and all acts and parts of acts in amendment thereof and in addition thereto. . . .

(b) They shall . . . enforce the laws [and the rules established by the chief of the district police] relating to the inspection and use of the cinematograph, or similar apparatus, as provided by [Acts, 1914, c. 196, and c. 791]. . . . [Acts, 1913, c. 610, § 2, as amended.]

(c) In cities and towns not having a building department or an inspector of build-

ings, the installation and alteration of all elevators shall be under the supervision of the inspectors of the building inspection department of the district police. . . . It shall be the duty of the inspectors of the building inspection department of the district police . . . to see that [the regulations formulated by the board of elevator regulations] are complied with. . . . [Acts, 1913, c. 806, §§ 1 and 7.]

Explanation of official titles used. — Wherever in such laws, amendments or additions, the words "deputy chief of the inspection department" occur, they shall be taken to mean deputy chief of the building inspection department of the district police; wherever the words "member" or "members of the inspection department of the district police", occur, they shall be taken to mean member or members of the building inspection department of the district police; wherever the words "inspector" or "inspectors of factories and public buildings", "inspector" or "inspectors of public buildings" occur, they shall be taken to mean building inspector or inspectors of the building inspection department of the district police. [Acts, 1913, c. 610, § 2.]

70. Inspection of buildings in certain cities and towns. — Any inspector of the building inspection department of the district police, if called upon by the mayor and aldermen of any city, or by the selectmen of any town, which has not accepted the provisions of [Acts, 1913, c. 655, §§ 4 to 9, inclusive] shall inspect any building or other structure or anything attached to or connected therewith, in such city or town, which has been represented to be unsafe or dangerous to life and limb. [Acts, 1913, c. 655, § 12.]

BOILER INSPECTION DEPARTMENT.

71. Membership. — . . . The boiler inspection department of the district police shall consist of a deputy chief, who shall be designated officially as deputy chief of the boiler inspection department of the district police, and twenty-four . . . boiler inspectors . . . to be designated officially as boiler inspectors of the boiler inspection department of the district police. Upon the passage of this act, the governor shall appoint one of the present boiler inspectors of the inspection department of the district police as deputy chief of the boiler inspection department of the district police, who shall receive the same salary now provided for the deputy chiefs of the district police. . . . [Acts, 1913, c. 610, § 1.]

72. Duties of boiler inspectors. — The duties and powers of the deputy chief and inspectors of the boiler inspection department of the district police shall be to enforce the laws relating to:

(a) The inspection and operation of steam boilers [and such rules as shall be promulgated by the board of boiler rules, Acts, 1906, c. 387; 1907, c. 465 as amended; 1908, c. 563; 1909, c. 393; 1912, c. 531]; the examination of engineers and firemen, [Acts, 1905, c. 310, § 3; and Acts, 1911, c. 562, as amended by Acts, 1913, c. 209]; the examination of operators of hoisting machinery when the motive power is mechanical other than steam [Acts, 1911, c. 656]; and all acts and parts of acts in amendment thereof and in addition thereto.

(b) [The inspection of certain] tanks or other receptacles [used for the keeping or storing of compressed air for use in operating pneumatic machinery] as provided in Acts, 1914, c. 649. [Acts, 1914, c. 649, § 3.]

(c) [The equipping of ammonia compressors with safety valves, as provided in Acts, 1914, c. 467.]

Explanation of titles used. — Wherever in such laws, amendment or additions,

the words "chief inspector", "chief inspector of boilers", "chief of the boiler inspection department of the district police", "chief inspector of boilers of the boiler inspection department of the district police", "chief inspector of the boiler inspection department of the district police" or "chief inspector of the boiler inspection department", occur, they shall be taken to mean the deputy chief of the boiler inspection department of the district police. Wherever the words "member" or "members of the boiler inspection department" occur, they shall be taken to mean member or members of the boiler inspection department of the district police. Wherever the words "state inspector of boilers", "state boiler inspector", "inspector" or "inspectors of the boiler inspection department", "inspector" or "inspectors of the boiler inspection department of the district police" occur, they shall be taken to mean boiler inspector or inspectors of the boiler inspection department of the district police. [*R. L., c. 102, §§ 78 to 86, inc., and c. 105, as last am. by Acts, 1913, c. 610, § 4.*]

73. Reports of inspections. — The inspectors of the boiler inspection department of the district police shall make reports of all inspections and shall make such recommendations to the chief inspector of boilers as they may deem expedient. [*Acts, 1907, c. 465, § 9.*]

74. Authority of members of boiler inspection department. — . . . All members of the boiler inspection department of the district police shall have authority in the pursuance of their duty to enter any premises on which a boiler is situated, and any person who hinders or prevents or attempts to prevent any member of the boiler inspection department from so entering shall be liable to the penalty specified in this section. (See paragraph 290.) [*Acts, 1907, c. 465, § 28, as am. by Acts, 1909, c. 393, § 3.*]

BOARD OF BOILER RULES.

(See also under Industrial Safety.)

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75. Organization of the board. — The governor, . . . with the consent of the council, shall appoint a board of five persons, to be known as the board of boiler rules, of whom the last four shall be appointed to serve as follows: Two for a term of two years each and two for a term of three years each. At the expiration of their terms of office their successors shall be appointed for terms of three years each. . . . [*Acts, 1907, c. 465, § 24.*]

76. Compensation. — . . . The members of the board, other than the chairman hereinafter designated, shall receive for their services the first year in office the sum of five hundred dollars each. Thereafter they shall receive as compensation for their services and reimbursement for their expenses such amount as the governor and coun-

oil shall order, not exceeding in the aggregate in any one year the sum of one thousand dollars. . . . [Acts, 1907, c. 465, § 24.]

77. Membership of board. — . . . The board shall be constituted as follows: The chief inspector of the boiler inspection department of the district police, who shall be its chairman; one member representing the boiler using interests; one member representing the boiler manufacturing interests; one member representing the boiler insurance interests; and one member who is an operating engineer. [Acts, 1907, c. 465, § 24.]

78. Secretary. — Of . . . [the] stenographers [in the boiler inspection department of the district police] one, [whose salary shall be twelve hundred dollars a year,] shall . . . act as secretary to the board of boiler rules. . . . [Acts, 1907, c. 465, § 25, and Acts, 1913, c. 610, § 5.]

79. Expenses. — . . . The necessary expenses of the board, including those of the secretary of the board, incurred in the discharge of their duty during the first year, shall be paid out of the treasury of the commonwealth, but shall not exceed the sum of fifteen hundred dollars for that year. . . . [Acts, 1907, c. 465, § 25.]

80. Attorney-general to furnish assistance in framing of rules. — . . . The attorney-general of the commonwealth shall furnish all needed assistance to the board in the framing of the rules hereinafter provided for. [Acts, 1907, c. 465, § 25.]

81. Duties of the board. — (a) It shall be the duty of the board of boiler rules to formulate rules for the construction, installation and inspection of steam boilers, and for ascertaining the safe working pressure to be carried on said boilers, to prescribe tests, if they deem it necessary, to ascertain the qualities of materials used in the construction of boilers; to formulate rules regulating the construction and sizes of safety valves for boilers of different sizes and pressures, the construction, use and location of fusible safety plugs, appliances for indicating the pressure of steam and the level of water in the boiler, and such other appliances as the board may deem necessary to safety in operating steam boilers; and to make a standard form of certificate of inspection. . . . [Acts, 1907, c. 465, § 26, as am. by Acts, 1909, c. 393, § 2.]

(b) The board of boiler rules shall . . . formulate rules for the size, design, location and piping of safety valves on ammonia compressors. [Acts, 1914, c. 467, § 2.]

(c) The board of boiler rules shall prescribe regulations for the size, shape, construction, gauges, operation, maximum pressure, safety devices, use of oil, and other appurtenances necessary for the safe operation of all tanks or other receptacles used for the storing of compressed air, except those exempted by section seven of this act. (See paragraph 297). [Acts, 1914, c. 649, § 2.]

The boiler inspection department of the district police shall inspect all of the said tanks or other receptacles having a pressure in excess of fifty pounds per square inch, at least once every two years: *provided, however*, that the said department shall not be required to inspect such tanks or other receptacles as may be covered by a policy of insurance and inspected by insurance inspectors as specified in [Acts, 1914, c. 649, § 1.] [Acts, 1914, c. 649, § 3.]

82. Rules to be approved by the governor, etc. — The rules so formulated shall be submitted to the governor for his approval, and when approved shall have the force of law, and shall be printed and furnished to those requesting them by the boiler inspection department. [Acts, 1907, c. 465, § 27.]

83. Changes in rules. — . . . Changes made in the rules which affect the construction of new boilers shall take effect six months after the approval of the same by the governor: *provided, however,* that the board may, upon request, permit the application of such change in, or additions to, rules, to boilers manufactured or installed during said six months. When a person desires to manufacture a special type of boiler the design of which is not covered by the rules formulated by the board of boiler rules, he shall submit drawings and specifications of such boiler to said board, which, if it approves, shall permit the construction of the same. [*Acts, 1907, c. 465, § 26, as am. by Acts, 1909, c. 393, § 2.*]

NOTE. — For changes in rules with regard to ammonia compressors, see paragraph 303, page 61.

84. Public hearings. — . . . The board of boiler rules shall hold public hearings on the first Thursday in May and November of each year, and at such other times as the board may determine, on petitions for changes in the rules formulated by said board. If the board, after any such hearing, shall deem it advisable to make changes in said rules, it shall appoint a day for a further hearing, and shall give notice thereof and of the changes proposed by advertising in at least one newspaper in each of the cities of Boston, Worcester, Springfield, Fall River, Lowell and Lynn, at least ten days before said hearing. If the board on its own initiative contemplates changes in said rules, like notice and a hearing shall be given and held before the adoption thereof. . . . [*Acts, 1907, c. 465, § 26, as am. by Acts, 1909, c. 393, § 2.*]

BOARD OF ELEVATOR REGULATIONS.

(See also under Industrial Safety and Licensed Occupations.)

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85. Appointment. — . . . The governor, with the advice and consent of the council, shall appoint a board, to be called the board of elevator regulations. . . . [*Acts, 1913, c. 806, § 6.*]

86. Organization. — The board of elevator regulations shall be composed of seven members, one of whom shall be a consulting engineer who shall act as chairman, one an inspector of the building inspection department of the district police, one the building commissioner of the city of Boston, one an inspector of buildings of some other city in the commonwealth, one a representative of a liability insurance company licensed to write such insurance in the commonwealth, one a representative of an elevator manufacturer, and one an experienced elevator constructor. . . . [*Acts, 1913, c. 806, § 7.*]

87. Duties of the board concerning the construction, etc., of elevators. — (a) *To frame regulations.* — . . . The said board shall frame regulations relating to the construction, installation, alteration and operation of all elevators, now installed or to be installed, and relative to the location, design and construction of shafts or enclosures for elevators, safety devices, gates and other safeguards, protection against the elevator or hoisting machinery, and means to prevent the spread

of fire, and also such regulations as will make uniform the work of the inspectors of the building inspection department of the district police and of inspectors of buildings throughout the commonwealth. [*Acts, 1913, c. 806, § 6.*]

(b) *To furnish copies of regulations.* — . . . The said board shall, within three months after its members are appointed, draft regulations as aforesaid, and submit the same to the governor and council for their approval. Within sixty days after such regulations have been submitted to the governor and council, they shall approve the same with such alterations and amendments and after such public hearings as they may deem proper, and the regulations, so altered and amended, shall then be referred by the governor to the chief of the district police, who shall furnish upon application a printed copy of the regulations to all manufacturers of elevators operating in the commonwealth, and to all inspectors of buildings in the cities and towns of the commonwealth, and to all others who are concerned. . . . [*Acts, 1913, c. 806, § 7.*]

88. Changes in rules. — Any person engaged in the inspection, alteration, construction, repair or operation of elevators may, from time to time, hereafter by petition in writing to the governor and council request that rules and regulations established under this act be altered or amended. The governor may grant public hearings before the governor and council upon such petition, and if he deems it advisable may appoint a new board of elevator regulations to consist of seven members as provided in section seven of this act. [See preceding paragraph.] Such board shall, within three months after its appointment, draft such alterations or amendments as they deem advisable and submit the same to the governor and council for their approval as provided in section seven. Upon the approval by the governor and council of such alterations or amendments, they shall become part of the rules and regulations pertaining to elevators and shall have the same force and effect as the other rules and regulations established under [paragraph 87 (b)]. The board established under this section shall, upon such approval by the governor and council be dissolved. [*Acts, 1913, c. 806, § 9.*]

89. To serve without compensation. — The board of elevator regulations shall serve without compensation and shall be dissolved upon the approval, by the governor and council, of the regulations made as above provided. [*Acts, 1913, c. 806, § 8.*]

90. Expenses. — For the purpose of carrying out the provisions of this act, the board of elevator regulations may expend such sum, not exceeding fifteen hundred dollars, as shall be approved by the governor and council. [*Acts, 1913, c. 806, § 10.*]

STATE BOARD OF CONCILIATION AND ARBITRATION.

(See also under Labor Disputes.)

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91. Organization of the board. — There shall be a state board of conciliation and arbitration consisting of three persons one of whom shall, annually, in June, be appointed by the governor, with the advice and consent of the council, for a term of three years from the first day of July following. One member of said board shall be an employer, or shall be selected from an association representing employers of labor, one shall be selected from a labor organization and shall not be an employer of labor and the third shall be appointed upon the recommendation of the other two, or if the two appointed members do not, at least thirty days prior to the expiration of a term, or within thirty days after the happening of a vacancy, agree upon the third member, he shall then be appointed by the governor. . . . [*Acts, 1909, c. 514, § 10.*]

92. Salaries and expenses. — . . . Each member . . . shall receive a salary at the rate of two thousand five hundred dollars a year and his necessary travelling expenses and other expenses, which shall be paid by the commonwealth. . . . [*Acts, 1909, c. 514, § 10.*]

93. Members to be sworn. — . . . Each member shall, before entering upon the duties of his office be sworn to the faithful performance thereof. . . . [*Acts, 1909, c. 514, § 10.*]

94. Chairman and secretary. — . . . The board shall choose from its members a chairman, and may appoint, and may remove, a secretary of the board and may allow him a salary of not more than fifteen hundred dollars a year. . . . [*Acts, 1909, c. 514, § 10.*]

95. Rules of procedure. — . . . The board shall from time to time, establish such rules of procedure as shall be approved by the governor and council, . . . [*Acts, 1909, c. 514, § 10.*]

96. Mediation. — . . . When the state board has knowledge that a strike or lockout, which involves an employer and his present or former employees, is seriously threatened or has actually occurred, and such employer, at that time, is employing, or upon the occurrence of the strike or lockout, was employing not less than twenty-five persons in the same general line of business in any city or town in the commonwealth, the state board shall, as soon as may be, communicate with such employer and employees and endeavor by mediation to obtain an amicable settlement, or endeavor to persuade them to submit the controversy to a local board of conciliation and arbitration or to the state board. . . . [*Acts, 1909, c. 514, § 11, as am. by Acts, 1914, c. 681, § 1.*]

97. Board to investigate certain strikes and lockouts. — . . . If a settlement is not agreed upon and the parties refuse to submit the matter in dispute to arbitration, the state board shall investigate the cause of such controversy and ascertain which of the parties thereto is mainly responsible or blameworthy for the existence or continuance of the same, and shall, unless a settlement of the controversy is reached, make and publish a report finding such cause and assigning such responsibility or blame. The state board may employ agents to assist in the said investigation. Said board shall, upon the request of the governor, investigate and report upon a controversy if in his opinion it seriously affects or threatens seriously to affect the public welfare. . . . (See also paragraphs 963 and 964.) [*Acts, 1909, c. 514, § 11, as am. by Acts, 1914, c. 681, § 1.*]

98. Attendance of witnesses, etc. — In all cases of investigation and inquiries made by the board, and in all proceedings before it, any member thereof may summon

witnesses and may administer oaths and take testimony. The fees of such witnesses for attendance and travel shall be the same as in the case of witnesses before the superior court. Each witness shall certify in writing the amount of his travel and attendance, and the amount due to him shall be paid forthwith by the board, for which purpose the board may have money advanced to it from the treasury of the commonwealth as provided in R. L., c. 6, § 35, as am. by Acts, 1905, c. 369, § 1. [*Acts, 1909, c. 514, § 15, as am. by Acts, 1913, c. 444.*]

99. Annual report. — . . . [The board] shall, annually, on or before the first day of February make a report to the general court. [*Acts, 1909, c. 514, § 10.*]

MINIMUM WAGE COMMISSION.

(See also under Wages, and Women and Children.)

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100. Organization of the commission. — There is hereby established a commission to be known as the minimum wage commission. It shall consist of three persons, one of whom may be a woman, to be appointed by the governor, with the advice and consent of the council. One of the commissioners shall be designated by the governor as chairman. The first appointments shall be made within ninety days after the passage of this act, one for a term ending October first, nineteen hundred and thirteen, one for a term ending October first, nineteen hundred and fourteen, and one for a term ending October first, nineteen hundred and fifteen; and beginning with the year nineteen hundred and thirteen, one member shall be appointed annually for the term of three years from the first day of October and until his successor is qualified. Any vacancy that may occur shall be filled in like manner for the unexpired part of the term. [*Acts, 1912, c. 706, § 1.*]

101. Compensation and expenses. — Each commissioner shall be paid ten dollars for each day's service, in addition to the travelling and other expenses incurred in the performance of his official duties. . . . The commission may incur other necessary expenses not exceeding the annual appropriation therefor. . . . [*Acts, 1912, c. 706, § 2.*]

102. Secretary. — . . . The commission may appoint a secretary, who shall be the executive officer of the board and to whose appointment the rules of the civil

service commission shall not apply. It shall determine his salary, subject to the approval of the governor and council. . . . [*Acts, 1912, c. 706, § 2.*]

103. Office. — . . . [The commission] shall be provided with an office in the state house or in some other suitable building in the city of Boston. [*Acts, 1912, c. 706, § 2.*]

104. Duties. — It shall be the duty of the commission to inquire into the wages paid to the female employees in any occupation in the commonwealth, if the commission has reason to believe that the wages paid to a substantial number of such employees are inadequate to supply the necessary cost of living and to maintain the worker in health. [*Acts, 1912, c. 706, § 3.*]

105. Establishment of wage boards. — If after such investigation the commission is of the opinion that in the occupation in question the wages paid to a substantial number of female employees are inadequate to supply the necessary cost of living and to maintain the worker in health, the commission shall establish a wage board consisting of an equal number of representatives of employers in the occupation in question, and of persons to represent the female employees in said occupation, and of one or more disinterested persons appointed by the commission to represent the public; but the representatives of the public shall not exceed one half of the number of representatives of either of the other parties. The commission shall give notice to employers and employees in said occupation by publication or otherwise of its determination to establish a wage board and shall request that said employers and employees, respectively, nominate representatives for said board by furnishing names to the commission. The representatives of employers and employees shall be selected by the commission from names furnished by the employers and by the employees, respectively, provided that these names are furnished within ten days after the request of the commission. The commission shall designate as chairman one of the representatives of the public, and shall make rules and regulations governing the selection of members and the modes of procedure of the boards, and shall exercise exclusive jurisdiction over all questions arising with reference to the validity of the procedure and of the determinations of the boards. The members of wage boards shall be compensated at the same rate as jurors, and they shall be allowed the necessary travelling and clerical expenses incurred in the performance of their duties, these payments to be made from the appropriation for the expenses of the commission. [*Acts, 1912, c. 706, § 4, as am. by Acts, 1914, c. 368, § 1.*]

106. Duties of wage boards, etc. — The commission may transmit to each wage board all pertinent information in its possession relative to the wages paid in the occupation in question. Each wage board shall take into consideration the needs of the employees, the financial condition of the occupation and the probable effect thereon of any increase in the minimum wages paid, and shall endeavor to determine the minimum wage, whether by time rate or piece rate, suitable for a female employee of ordinary ability in the occupation in question, or for any or all of the branches thereof, and also suitable minimum wages for learners and apprentices and for minors below the age of eighteen years. When a majority of the members of a wage board shall agree upon minimum wage determinations, they shall report such determinations to the commission, together with the reasons therefor and the facts relating thereto. [*Acts, 1912, c. 706, § 5, as am. by Acts, 1913, c. 673, § 1.*]

107. The commission to review the reports of wage boards, etc. — Upon receipt of a report from a wage board, the commission shall review the same, and may

approve any or all of the determinations recommended, or may disapprove any or all of them, or may recommit the subject to the same or to a new wage board. If the commission approves any or all of the determinations of the wage board it shall, after not less than fourteen days' notice to employers paying a wage less than the minimum wage approved, give a public hearing to such employers, and if, after such public hearing, the commission finally approves the determination, it shall enter a decree of its findings and note thereon the names of employers, so far as they may be known to the commission, who fail or refuse to accept such minimum wage and to agree to abide by it. The commission shall thereafter publish at such times and in such manner as it may deem advisable a summary of its findings and of its recommendations. It shall also at such times and in such manner as it shall deem advisable, publish the facts, as it may find them to be, as to the acceptance of its recommendations by the employers engaged in the industry to which any of its recommendations relate, and may publish the names of employers whom it finds to be following or refusing to follow such recommendations. . . . [*Acts, 1912, c. 706, § 6, as last am. by Acts, 1914, c. 368, § 2.*]

108. Right of appeal to courts.—An employer who files a declaration under oath in the supreme judicial court or the superior court to the effect that compliance with the recommendation of the commission would render it impossible for him to conduct his business at a reasonable profit shall be entitled to a review of said recommendation by the court under the rules of equity procedure. The burden of proving the averments of said declaration shall be upon the complainant. If, after such review, the court shall find the averments of the declaration to be sustained, it may issue an order restraining the commission from publishing the name of the complainant as one who refuses to comply with the recommendations of the commission. But such review, or any order issued by the court thereupon, shall not be an adjudication affecting the commission as to any employer other than the complainant, and shall in no way affect the right of the commission to publish the names of those employers who do comply with its recommendations. The type in which the employers' names shall be printed shall not be smaller than that in which the news matter of the paper is printed. The publication shall be attested by the signature of at least a majority of the commission. [*Acts, 1912, c. 706, § 6, as last am. by Acts, 1914, c. 368, § 2.*]

109. Powers of the commission in respect to wage rates.—Whenever a minimum wage rate has been established in any occupation, the commission may upon petition of either employers or employees, reconvene the wage board or establish a new wage board, and any recommendation made by such board shall be dealt with in the same manner as the original recommendation of a wage board. [*Acts, 1912, c. 706, § 8.*]

110. Special license to work for less than the minimum wage.—For any occupation in which a minimum time rate only has been established, the commission may issue to any woman physically defective a special license authorizing the employment of the licensee for a wage less than the legal minimum wage: *provided*, that it is not less than the special minimum wage fixed for that person. [*Acts, 1912, c. 706, § 9.*]

111. Wages paid to minors, etc.—The commission may at any time inquire into the wages paid to minors in any occupation in which the majority of employees are minors, and may, after giving public hearings, determine minimum wages suitable for such minors. When the commission has made such a determination, it may pro-

ceed in the same manner as if the determination had been recommended to the commission by a wage board. [*Acts, 1912, c. 706, § 10.*]

112. Register of employees, witness fees, etc. — Every employer of women and minors shall keep a register of the names, addresses and occupations of all women and minors employed by him, together with a record of the amount paid each week to each woman and minor, and shall, on request of the commission or of the director of the bureau of statistics, permit the commission or any of its members or agents, or the director of the bureau of statistics or any duly accredited agent of said bureau, to inspect the said register and to examine such parts of the books and records of employers as relate to the wages paid to women and minors. The commission shall also have power to subpoena witnesses, administer oaths and take testimony. Such witnesses shall be summoned in the same manner and be paid from the treasury of the commonwealth the same fees as witnesses before the superior court. [*Acts, 1912, c. 706, § 11, as last am. by Acts, 1914, c. 368, § 4.*]

113. The commission may require the collection of data. — Upon request of the commission, the director of the bureau of statistics shall cause such statistics and other data to be gathered as the commission may require, and the cost thereof shall be paid out of the appropriation made for the expenses of the commission. [*Acts, 1912, c. 706, § 12.*]

114. Penalty for certain acts of employers. — Any employer who discharges or in any other manner discriminates against any employee because such employee has testified, or is about to testify, or has served or is about to serve upon a wage board, or is or has been active in the formation thereof, or has given or is about to give information concerning the conditions of such employee's employment, or because the employer believes that the employee may testify, or may serve upon a wage board, or may give information concerning the conditions of the employee's employment, in any investigation or proceeding relative to the enforcement of this act, shall be deemed guilty of a misdemeanor, and upon conviction thereof shall be punished by a fine of not less than two hundred dollars and not more than one thousand dollars for each offence. [*Acts, 1912, c. 706, § 13, as last am. by Acts, 1914, c. 368, § 5.*]

115. Names of certain employers to be published. — The commission shall from time to time determine whether employers in each occupation investigated are obeying its decrees, and shall publish in the manner provided in section six, the name of any employer whom it finds to be violating any such decree. (See paragraphs 107 and 108.) [*Acts, 1912, c. 706, § 14.*]

116. Penalty upon newspaper for refusing to publish certain findings, etc. — Any newspaper refusing or neglecting to publish the findings, decrees and notices of the commission at its regular rates for the space taken shall, upon conviction thereof, be punished by a fine of not less than one hundred dollars for each offence. [*Acts, 1912, c. 706, § 15.*]

117. Wilful misrepresentation prohibited. — No member of the commission and no newspaper publisher, proprietor, editor or employee thereof, shall be liable to an action for damages for publishing the name of any employer in accordance with the provisions of this act, unless such publication contains some wilful misrepresentation. [*Acts, 1912, c. 706, § 16.*]

118. Annual report. — The commission shall annually, on or before the first Wednesday in January, make a report to the general court of its investigations and proceedings during the preceding year. [*Acts, 1912, c. 706, § 17.*]

BUREAU OF STATISTICS.

(See also under State Free Employment Offices, page 34.)

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119. Duties. — There shall be a bureau of statistics, the duties of which shall be to collect, assort, arrange, and publish statistical information relative to the commercial, industrial, social, educational, and sanitary condition of the people, the productive industries¹ of the commonwealth, . . . ; to establish and maintain free employment offices as provided for by [Acts, 1909, c. 514, §§ 1-9]² and amendments thereof; and to take the decennial census of the commonwealth required by the constitution and present the results thereof in such manner as the general court may determine. [*Acts, 1909, c. 371, § 1.*]

120. Director and deputy director. — Said bureau shall be in charge of a director who shall be appointed by the governor with the advice and consent of the council to serve for a term of three years and until his successor is appointed and qualified. . . . He shall appoint a deputy director who, in the absence of the director, or in case of his disability, or in the event of his death, pending the appointment and qualification of his successor, shall have authority to perform all the duties of the director as prescribed by law. . . . [*Acts, 1909, c. 371, § 2, as last am. by Acts, 1912, c. 560.*]

121. Expenses. — . . . The director may expend for clerical assistance, special agents, and contingent expenses, such amount as the general court may annually appropriate for these purposes. . . . [*Acts, 1909, c. 371, § 2, as last am. by Acts, 1912, c. 560.*]

122. Examination of witnesses, etc. — . . . [The director] may require the attendance of witnesses, and the production of books and documents, and may examine witnesses under oath; and such witnesses shall be examined in the same manner and be paid the same fees as witnesses before the superior court. [*Acts, 1909, c. 371, § 2, as last am. by Acts, 1912, c. 560.*]

123. Blank forms, etc. — The director of the said bureau is authorized to prepare a schedule or blank form for the collection of such data as may be, in his judgment, desirable for the proper presentation of statistics of manufactures and the promotion of the industrial welfare of the commonwealth. [*Acts, 1909, c. 371, § 4.*]

124. Schedule or forms to be furnished to manufacturing establishments, etc. — . . . The said schedule shall be sent by mail annually, on or before the fifteenth day of December, to the owner, operator or manager of every manufacturing establishment in the commonwealth, and such owner, operator, or manager, or any other person to whom the schedule or blank form is sent shall answer the inquiries thereon and return the same to the bureau properly certified as to its accuracy,

¹ See paragraph 124.² See paragraphs 134-142 inclusive.

not later than the following twentieth day of January: *provided, however*, that the director may, in his discretion, extend the time for returning the schedule beyond said twentieth day of January. The director is authorized to suspend the operation of this section in years when the United States takes a census of manufactures in Massachusetts, to such degree as may be necessary in order to facilitate co-operation between said bureau and the federal census authorities in the collection and compilation of the statistics of Massachusetts manufactures in such census years, and the avoidance of needless duplication of labor and expense. [*Acts, 1909, c. 371, § 4.*]

125. Information collected not to be used except, etc. — The information authorized to be collected by the preceding section shall not be used by said bureau either by publication or in any other manner, so as to disclose the private affairs of any person, partnership or corporation, and the bureau shall hold all such information to be strictly confidential with respect to persons, partnerships, or corporations. Any official, agent, or employee of said bureau who violates this provision shall be punished by a fine of not more than five hundred dollars or by imprisonment for not more than one year; but this section shall not be construed as prohibiting said bureau from tabulating and publishing such information relative to manufacturing corporations as may be required by law to be filed with other state departments. [*Acts, 1909, c. 371, § 5.*]

126. To gather statistics for the minimum wage commission. — Upon request of the [minimum wage commission], the director of the bureau of statistics shall cause such statistics and other data to be gathered as the commission may require, and the cost thereof shall be paid out of the appropriation made for the expenses of the commission. [*Acts, 1912, c. 706, § 12.*]

127. Annual report. — The director of the bureau of statistics shall annually on or before the third Wednesday in January submit to the general court a statement summarizing the work of the bureau during the preceding year, and shall make therein such recommendations as he may deem proper. He shall also prepare annually for distribution as public documents, a report on the statistics of labor, which shall embody statistical and other information relating especially to labor affairs in the commonwealth; a report on the statistics of manufactures, to be gathered as hereinafter more particularly provided for; . . . and a report covering the work of the free employment offices. The secretary of the commonwealth shall cause copies of these several annual reports to be printed as follows: — Of the report on the statistics of labor, three thousand [five hundred] copies, of which two thousand [five hundred] shall be for the use of the bureau, [but there shall be issued an additional number of the several parts of said report such as in the judgment of the director of the bureau may be required to meet the public demand for the same]; of the report on the statistics of manufactures, three thousand copies, of which two thousand shall be for the use of the bureau; . . . of the report on the free employment offices, two thousand five hundred copies, of which one thousand five hundred shall be for the use of the bureau. . . . The director may also publish, at such intervals as he deems expedient, bulletins or special reports relative to industrial or economic matters and municipal affairs. [*Acts, 1909, c. 371, § 3, as am. by Acts, 1910, c. 83, and Acts, 1913, c. 358.*]

HOMESTEAD COMMISSION.

(See also under Housing.)

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128. Organization of commission. — A commission is hereby established, to be known as the homestead commission, and to consist of the following persons: — the director of the bureau of statistics, the bank commissioner, the president of the Massachusetts agricultural college, one member of the state board of health, to be selected by the board, and three other persons to be appointed by the governor, with the advice and consent of the council. The three members of the commission last named shall be appointed in the first place for terms of one, two and three years, respectively, and thereafter their successors shall be appointed for terms of three years. Of the persons so appointed by the governor, one shall be a woman, and one at least shall represent the laboring class. The commission shall report to the next general court, not later than January 10, 1912, a bill or bills embodying a plan and the method of carrying it out whereby, with the assistance of the commonwealth, homesteads or small houses and plots of ground may be acquired by mechanics, factory employees, laborers and others in the suburbs of cities and towns. The members of the commission shall serve without compensation, but shall be allowed such sums for their expenses as may be approved by the governor and council. [*Acts, 1911, c. 607.*]

129. Additional members, appointment of. — The commission shall be enlarged by the addition of two new members, one of whom shall be an attorney-at-law and one a recognized expert in the planning of cities and towns; and the governor, with the advice and consent of the council, shall, as soon as may be practicable after the passage of this act, appoint the said additional members, one of whom shall serve for a term of two years, and one for a term of one year, and upon the expiration of their terms, their successors shall be appointed in like manner for terms of three years each. [*Acts, 1913, c. 595, § 2.*]

130. Commission to continue its investigation. — The commission established by Acts, 1911, c. 607 shall continue its investigation of the need of providing homesteads for the people of the commonwealth and its study of plans already in operation or contemplated elsewhere for housing wage-earners, and shall report to the legislature not later than the first Wednesday in January, 1913, and may recommend such legislation as in its judgment will tend to increase the supply of wholesome homes for the people. The commission may expend in prosecution of its work such sums, not exceeding in the aggregate two thousand dollars, as the governor and council may approve. [*Acts, 1912, c. 714.*]

131. Investigations to be continued indefinitely. — The homestead commission, created by Acts, 1911, c. 607, is authorized to continue from time to time its investigations of defective housing, of the evils resulting therefrom, and of the work being done to remedy the same in Massachusetts and elsewhere; to make studies of the operation of building and tenement house laws; to encourage the creation of

local planning boards, and to gather information relating to city and town planning for the use of such boards; and to promote the formation of organizations intended to increase the supply of wholesome homes for the people. [*Acts, 1913, c. 595, § 1.*]

132. Commission to co-operate with local planning boards. — The homestead commission, . . . is hereby directed to call the attention of the mayor and city governments in cities and the selectmen in each town having . . . a planning board, to the provisions of [*Acts, 1913, c. 494, relating to the establishment of planning boards by cities and towns*] in such form as may seem proper; and said commission is furthermore authorized and directed to furnish information and suggestions from time to time to city governments and to the selectmen of towns and to local planning boards, when the same shall have been created, such as may, in its judgment, tend to promote the purposes of [the above] act and of those for which the said commission was established. [*Acts, 1913, c. 494, § 3, as am. by Acts, 1914, c. 283, § 2.*]

133. To make annual report, etc. — The commission shall make an annual report to the general court, which the secretary of the commonwealth shall cause to be printed as a public document, and the commission may expend annually such sums of money as the general court may appropriate. [*Acts, 1913, c. 595, § 3.*]

OTHER BOARDS, COMMISSIONS, ETC.

(NOTE. — The following state boards, commissions or officials are also concerned in the administration of the laws presented in this handbook: Governor and council, secretary of the commonwealth, treasurer and receiver-general, attorney-general, public service commission, state department of health, fire prevention commissioner, supervisor of loan agencies, highway commission, insurance commissioner, board of education, commissioner of corporations, board of prison commissioners, state board of charity, gas and electric light commissioners, bank commissioner, board of commissioners of the Massachusetts nautical school, state board of agriculture, sergeant-at-arms, metropolitan park commission, and state actuary. For the respective duties of these boards, etc., in this connection see index.)

B. GENERAL PROVISIONS.

EMPLOYMENT.

(See also Women and Children and Public Employment.)

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STATE FREE EMPLOYMENT OFFICES.

134. Establishment of free employment offices. — There shall be established and maintained, under the care and direction of the director of the bureau of statistics, in such cities as may be selected after proper investigation by said director, and with the approval of the governor and council, employment offices for the purpose of bringing together those who seek employment and those who desire to employ. [*Acts, 1909, c. 514, § 1.*]

135. Superintendent, assistants and clerks. — The director of said bureau shall appoint for each of the [employment] offices provided for in the preceding section a superintendent who shall, under the direction of said director, perform the duties hereinafter set forth or such as he may require. The director may also appoint an assistant superintendent and such clerks as he may deem necessary for the proper conduct of the business of said employment offices. . . . The location of each office established under the provisions of this act shall be plainly indicated by a proper sign or signs. [*Acts, 1909, c. 514, § 2.*]

136. Duties of superintendents of employment offices, etc. — The superintendents of said employment offices shall receive applications from those seeking employment and from those desiring to employ, and shall register them in such manner as may be prescribed by the director of said bureau, and shall take such other action as the director may deem best to promote the purposes of said offices. Said superintendents shall also receive applications from alien immigrants seeking employment in agricultural labor and from those desiring to employ immigrants in agricultural labor, and shall take such other action as the director may deem best to promote a more general distribution of alien immigrants throughout the agricultural sections of the commonwealth. [*Acts, 1909, c. 514, § 3, as am. by Acts, 1911, c. 158, § 3.*]

137. Reports by superintendents, distribution and publication of. — Each superintendent shall make to the director of said bureau such reports of applications for labor or employment and of other details of the work of his office as the director may require. The director shall cause reports showing the business of the several offices to be prepared at regular intervals and to be exchanged among the said offices, and shall supply them to the newspapers and to citizens upon request; and the several superintendents shall cause such reports to be posted in a conspicuous place in their offices so that they may be open to public inspection. [*Acts, 1909, c. 514, § 6.*]

138. Taking of fees, etc., forbidden. — No fees, direct or indirect, shall in any case be taken from those seeking the benefits of said employment offices. Any superintendent or clerk who directly or indirectly charges or receives any fee in the per-

formance of his duties shall be punished by a fine of not more than one hundred dollars or by imprisonment in jail for a term not exceeding thirty days, and shall be disqualified from holding further connection with said office. [*Acts, 1909, c. 514, § 4.*]

139. Preference in registering to be given to citizens. — In registering applications for employment and for employees wanted, preference shall be given to residents of the commonwealth. [*Acts, 1909, c. 514, § 5.*]

140. Salaries and contingent expenses. — There shall be allowed and paid out of the treasury of the commonwealth, upon the approval of the director of the bureau, for salaries and for contingent expenses in connection with the establishment and maintenance of free employment offices as herein provided for, such sum as the general court may annually appropriate therefor. The annual salary of the superintendents and of such clerk as may be appointed in each office to act as chief clerk or assistant superintendent shall be fixed by the director of said bureau subject to the approval of the governor and council. [*Acts, 1909, c. 514, § 7.*]

141. Clerks of cities and towns to be furnished bulletins showing demand for employment. — The director of the bureau of statistics is hereby authorized to furnish weekly to the clerks of all cities and towns in the commonwealth printed bulletins showing the demand for employment, classified by occupations to such extent as may be practicable and indicating the city or town in which the employees are wanted. Such information shall be based upon the applications for employees made at the free employment offices under the jurisdiction of said bureau. [*Acts, 1909, c. 514, § 8.*]

142. Posting of bulletins by city and town clerks. — Every city and town clerk shall post the lists received as aforesaid in one or more conspicuous places in the city or town. A city or town clerk who fails to comply with the provisions of this section shall be punished by a fine not exceeding ten dollars. [*Acts, 1909, c. 514, § 9.*]

REGULATION OF INTELLIGENCE OFFICES.

143. Licenses for intelligence offices. — The mayor and aldermen of any city except Boston, and in Boston [the licensing board], and the selectmen of any town, may, for the [purposes mentioned in the following paragraphs], grant licenses to suitable persons, subject to the provisions of [R. L., c. 102], §§ 186-189 inclusive, and may revoke them at pleasure. [*R. L., c. 102, § 24.*]

144. Terms of such licenses. — Such licenses may be granted in April to take effect on the first day of May, following. [*R. L., c. 102, § 187.*]

145. Licenses applicable only to places specified. — A license issued as aforesaid shall not protect the holder thereof in a building or place other than that designated in the license unless consent to removal is granted by the licensing board. [*R. L., c. 102, § 188.*]

146. Revocation of licenses. — Upon the revocation of such a license, such clerk shall note the revocation upon the face of the record thereof, and shall give written notice to the licensee by delivering it to him in person or by leaving it at the place of business designated in the license. [*R. L., c. 102, § 189.*]

147. Penalty for keeping unlicensed intelligence office. — Whoever, without a license therefor, establishes or keeps an intelligence office for the purpose of obtaining or giving information concerning places of employment for domestics, servants or other laborers, except seamen, or for procuring or giving information concerning such persons

for or to employers, or for procuring or giving information concerning employment in business, shall be punished by a fine of ten dollars for each day such office is so kept. [*R. L., c. 102, § 23.*]

148. Keeper not to receive money, when. — The keeper of an intelligence office shall not receive or accept any money from a person seeking employment through the agency of such office, unless employment of the kind demanded is furnished. [*R. L., c. 102, § 25.*]

149. Money to be refunded, when. — If a person who receives employment through the agency of an intelligence office is discharged by his employer within ten days after the time of entering upon such employment, and such discharge is not caused by his inability, incompetence, refusal to perform the work required or other fault, the keeper of such intelligence office shall on demand refund to him five-sixths of the amount paid to such keeper by the employer on account of such employment. [*R. L., c. 102, § 26.*]

150. Statutes to be printed on licenses. — City and town officers who are charged with the duty of granting licenses to keepers of intelligence offices shall cause sections twenty-five to twenty-eight, inclusive, [of *R. L., c. 102*] to be printed on every such license. They shall also cause to be prepared and shall furnish to each keeper of a licensed intelligence office copies of said sections, printed upon cardboard in type of a size not smaller than pica, and each licensee shall conspicuously post three of said printed copies in each room occupied by him for the purpose of such intelligence office. [*R. L., c. 102, § 27.*]

151. Penalty. — If a keeper of an intelligence office violates the provisions of the three preceding sections, his license shall be revoked and he shall be punished by a fine of not less than twenty-five nor more than fifty dollars for each offense. [*R. L., c. 102, § 28.*]

INTELLIGENCE OFFICES IN BOSTON.

LICENSING BOARD FOR THE CITY OF BOSTON.

152. Appointment of the board. — The governor, with the advice and consent of the council, shall appoint from the two principal political parties three citizens of Boston, who shall have resided therein for at least two years immediately preceding the date of their appointment, who shall constitute a licensing board for said city and who shall be sworn to the faithful performance of the duties of their office before entering on the same. . . . [*Acts, 1906, c. 291, § 1.*]

153. Not to engage in certain employments. — . . . They shall not be in the employ of any person or corporation engaged in the manufacture or sale of intoxicating liquors, or in any way, directly or indirectly, pecuniarily interested in the manufacture or sale of intoxicating liquors, or in any business which requires a license to be issued by them. . . . [*Acts, 1906, c. 291, § 1, as am. by Acts, 1907, c. 214.*]

154. Empowered to license intelligence offices. — . . . Said board shall . . . exercise . . . all the powers and perform all the duties . . . relative to the licensing of . . . intelligence offices. . . . [*Acts, 1906, c. 291, § 4.*]

155. Annual report. — Said licensing board shall annually in the month of December make a report to the governor. . . . [*Acts, 1906, c. 291, § 5.*]

156. Records, etc. — . . . All records of said board shall at all times be open to the inspection of the governor, the mayor of said city, and of such persons as may be designated by either of them. [*Acts, 1906, c. 291, § 5.*]

157. Applicants for license. — Said board shall certify to the police commissioner [of the city of Boston] the name of each applicant for a license, the name of each person to whom a license is issued, the date when each license goes into effect, the kind or class of the license, every change of location or place of business for the exercise of such license, and every transfer of a license ordered by it. [*Acts, 1906, c. 291, § 6.*]

158. Fitness of licensee. — It shall be the duty of the police commissioner and his subordinates to obtain and to furnish to the licensing board such information as may be required by the said board from them or from any of them relative to the character or fitness of a licensee of said board or of an applicant for any license which said board is empowered to issue, relative to the place at which the business authorized by any license is or is proposed to be conducted, and also relative to the manner in which any business authorized by any license is at any time being conducted. Such information may be given in writing or orally as said licensing board may require. [*Acts, 1906, c. 291, § 17.*]

RULES OF THE LICENSING BOARD OF THE CITY OF BOSTON RELATING TO INTELLIGENCE OFFICES. ¹

Class 1.

159. Licenses. — The licensing board, will, upon petition, license suitable persons to establish and keep intelligence offices for the purpose of obtaining and giving information concerning places of employment for employees in restaurants and hotels, for accountants, clerks, draughtsmen, stenographers, typewriters, bookkeepers, cashiers, employees in mercantile or other business houses, employees in warehouses, porters, night watchmen, railroad employees, gardeners, persons in charge of farms, dairymen, superintendents of country estates, masons, plumbers, painters, tailors, plasterers, blacksmiths, carpenters, machinists and other mechanics, truckmen, teamsters, barbers, engineers, firemen and compositors.

160. Fees. — Intelligence office keepers, under Class 1, shall be entitled to contract in writing with the person applying for business employment for the payment by the employee, of an amount not exceeding one week's wages in the employment furnished; except that, if the applicant for employment is discharged within six weeks from the time of entering upon such employment, the intelligence office keeper shall not be entitled to receive from the applicant for employment more than one day's pay for each week or fraction thereof that the employee has remained in the employment furnished; *and, further provided, that, if a person is given employment and leaves of his own accord within three weeks of the time the employment was furnished, the intelligence office keeper shall refund to such applicant within four days of demand, three-fifths of the fee charged.*

161. Cost of license. — The fee for a license under Class 1 shall be fifty dollars (\$50). (R. L., c. 102, §§ 24, 186; rule of the licensing board to be enforced by the police.)

162. License and copies of rules to be posted. — Every licensed intelligence office keeper, under Class 1, shall post his license and two copies of this rule in conspicuous places on the premises occupied by him; and further, shall post on his out-

¹ The rules embodied under paragraphs 159 to 182 were formulated by the Licensing Board of the City of Boston and have the full force of law, although they are not actually legislative enactments.

side door a sign with his name and the fact that he is a licensed intelligence office keeper thereon. (Rule of the licensing board to be enforced by the police.)

163. Intelligence office keepers to keep a book of record. — Every licensed intelligence office keeper, under Class 1, shall keep a record of the names and addresses of applicants placed in positions, also a record of the names and addresses of the employers with whom applicants are placed, and also any and all sums of money which may be received of any person for such services; and such records shall at all times be open to the inspection of any one of the licensing board or any person by them authorized. (Rule of the licensing board to be enforced by the police.)

164. Fees and cost of transportation to be refunded in certain cases. — Every licensed intelligence office keeper, under Class 1, who directs any applicant for employment to an employer, shall, if it shall appear that no situation of the kind applied for was vacant at the place to which such applicant was directed, or if the employment furnished was not as specified by the licensee, and the person applying for employment does not accept the employment, shall refund to such applicant within four days of demand any sums paid by him for transportation in going to and returning from said employer and all fees paid by the applicant.

165. Applications for licenses to be filed. — Applications for all licenses issued pursuant to this rule shall be filed at the office of the licensing board prior to the first day of May, and shall be examined and reported on by the officers detailed to the intelligence office service. Such licenses may be granted during the month of April, to take effect the first day of May next ensuing. Such licenses shall continue in force until May first following, unless sooner revoked. (R. L., c. 102, §§ 186, 187; rule of the licensing board to be enforced by the police.)

166. Applications to designate the building or place to be occupied. — All persons shall state in their applications the place they propose to occupy, and no such license shall protect the holder thereof in a building or place other than that designated in the license unless consent to the removal is granted by the licensing board. (R. L., c. 102, § 188; rule of the licensing board to be enforced by the police.)

167. All licenses to be recorded. — All licenses granted to keepers of intelligence offices shall be signed by a majority of the licensing board, and shall be recorded by the secretary of the licensing board in a book kept for that purpose before being delivered to the licensee. Such license shall set forth the name of the person licensed, the nature of the business and the building or place in which it is to be carried on. (R. L., c. 102, § 186.)

(For rule establishing penalty for sending a female to a place of questionable repute see paragraph 409.)

168. Penalty for unlicensed intelligence offices. — Whoever, without a license therefor, establishes or keeps an intelligence office for the purpose of obtaining or giving information concerning places of employment for domestic servants, or other laborers, except seamen, or for procuring or giving information concerning such persons for or to employers, or for procuring or giving information concerning employment in business shall be punished by a fine of ten dollars for each day such office is so kept. (R. L., c. 102, § 23.)

169. Licenses may be revoked. — All licenses provided for by this rule may be revoked by the licensing board at pleasure. (R. L., c. 102, § 24.)

Such licenses will be revoked for violation of any statute or rule of the licensing

board relating to the business of the licensees, or for any other cause deemed sufficient by the licensing board. (Rule of the licensing board to be enforced by the police.)

Make any complaints to any police officer, who will direct you to the proper authorities.

INTELLIGENCE OFFICES.

Class 2.

170. Will issue license. — The licensing board will, upon petition, license suitable persons to establish and keep intelligence offices for the purpose of obtaining and giving information concerning places of employment for coachmen, grooms, hostlers, longshoremen, lumbermen, seamstresses, cooks, scrubwomen, laundresses, nurses (except professional nurses), chambermaids, maids of all work, domestics, servants, agricultural or other laborers, except seamen, or for the purpose of procuring or giving information concerning such person for or to employers.

171. Cost of license. — The fee for a license, under Class 2, shall be twenty-five dollars (\$25). (R. L., c. 102, § 186; rule of the licensing board to be enforced by the police.)

172. Fees from employers. — Intelligence office keepers, under Class 2, shall be entitled to receive from an employer, at the time of application: —

For a female employee whose wages are to be less than four dollars per week,
\$0.75.

For a male employee whose wages are to be less than four dollars per week,
\$1.00.

For a female employee whose wages are to be four dollars or more per week,
20% of the first week's wages.

For a male employee whose wages are to be four dollars or more per week,
25% of the first week's wages;

Provided, that this fee shall be returned within four days of demand, if no employee is furnished within six days of payment; and, *further provided*, that if an employee furnished fails to remain ten days in the situation a new employee shall be furnished or two-fifths of this fee shall be returned within four days of demand.¹

173. Fees from applicants for employment. — When an applicant for employment is sent from the intelligence office to an employer, intelligence office keepers, under Class 2, shall be entitled to receive, at the time the applicant for employment is directed to an employer: —

From a female applicant for employment whose wages are to be less than four dollars per week, \$0.75.

From a male applicant for employment whose wages are to be less than four dollars per week, \$1.00.

From a female applicant for employment whose wages are to be four dollars or more per week, 20% of the first week's wages.

From a male applicant for employment whose wages are to be four dollars or more per week, 25% of the first week's wages;

¹ The intelligence office keeper is not required to return a fee to the employer in any case if the employer fails to keep any agreement which he has made in relation to the hiring or employment.

Provided, that this fee shall be refunded within four days of demand or another situation furnished if the applicant does not enter the employ of the person to whom he or she was directed; and, *further provided*, that two-fifths of any fee paid by any applicant for employment shall be refunded within four days of demand or another situation furnished if the employee is discharged within ten days of employment; and, *further provided*, that the fee and any sums paid by the applicant for transportation in going to and returning from such employer shall be refunded within four days of demand, if no situation of the kind applied for was vacant at the place to which the applicant was directed or if the employment furnished was not as specified *by the licensee*.

174. Fees to be paid when applicant is hired. — When an applicant for employment is hired at the intelligence office, intelligence office keepers, under Class 2, shall be entitled to receive at the time the agreement for service is made between the applicant for employment and the employer: —

From a female applicant for employment whose wages are to be less than four dollars per week, \$0.75.

From a male applicant for employment whose wages are to be less than four dollars per week, \$1.00.

From a female applicant for employment whose wages are to be four dollars or more per week, 20% of the first week's wages.

From a male applicant for employment whose wages are to be four dollars or more per week, 25% of the first week's wages;

Provided, that two-fifths of any fee paid by an applicant for employment shall be refunded within four days of demand or another situation furnished if the employee is discharged within ten days of employment.¹

175. Receipts to be given on payment of fees. — Every licensed intelligence office keeper, under Class 2, is required to give each person from whom he accepts a fee a receipt stating the amount so paid, the character of the situation or employment applied for, the name of the applicant, and the conditions under which the fee or any part of it must be returned.

176. Copies of rules governing intelligence offices to be posted. — Every licensed intelligence office keeper, under Class 2, shall post his license and two copies of this rule in conspicuous places on the premises occupied by him, and, further, shall post on his outside door a sign with his name and the fact that he is a licensed intelligence office keeper thereon. (Rule of the licensing board to be enforced by the police.)

177. Intelligence office keeper to keep a book of record. — Every licensed intelligence office keeper, under Class 2, shall keep a book, of pattern to be approved by the licensing board, in which shall be entered at the time of application the name and residence of any person who may apply for employment, the name and residence of any person who may make application to be supplied with an employee, the character of the situation or employment demanded or furnished, and also any and all sums of money which may be received of any person for such services; and such books shall at all times be open to the inspection of any one of the licensing board or any person by them authorized. (Rule of the licensing board to be enforced by the police.)

178. Applications to be filed, when. — Applications for all licenses issued pur-

¹ The intelligence office keeper is not required to return a fee to the applicant for employment in any case if the applicant fails to keep any agreement which he has made in relation to the hiring or employment.

suant to this rule shall be filed at the office of the licensing board prior to the first day of May, and shall be examined and reported on by the officer detailed to the intelligence office service.

Such licenses may be granted during the month of April, to take effect on the first day of May next ensuing. Such licenses shall continue in force until May first next succeeding their date unless sooner revoked. (R. L., c. 102, §§ 186, 187; rule of the licensing board to be enforced by the police.)

179. Location of building to be stated. — All persons shall state in their applications the place they propose to occupy, and no such license shall be valid to protect the holder thereof in a building or place other than that designated in the license, unless consent to the removal is granted by the licensing board. (R. L., c. 102, § 188; rule of the licensing board to be enforced by the police.)

180. Licenses to be signed by licensing board, etc. — All licenses granted to keepers of intelligence offices will be signed by a majority of the licensing board and will be recorded by the secretary of the licensing board in a book kept for that purpose before being delivered to the licensee. Such license shall set forth the name of the person licensed, the nature of the business, and the building or place in which it is to be carried on. (R. L., c. 102, § 186.)

181. Penalty for unlicensed intelligence offices. — Whoever, without a license therefor, establishes or keeps an intelligence office for the purpose of obtaining or giving information concerning places of employment for domestics, servants, or other laborers, except seamen, or for procuring or giving information concerning such persons for or to employers, or for procuring or giving information concerning employment in business, shall be punished by a fine of ten dollars for each day such office is so kept. (R. L., c. 102, § 23.)

182. Licenses may be revoked. — All licenses provided for by this rule may be revoked by the licensing board at pleasure. (R. L., c. 102, § 24.)

Such licenses will be revoked for violation of any statute or rule of the licensing board relating to the business of the licensees, or for any other cause deemed sufficient by the licensing board. (Rule of the licensing board to be enforced by the police.)

Make any complaint to any police officer, who will direct you to the proper authorities.

EMPLOYMENT OF PUBLIC SCHOOL TEACHERS.

183. School committee to contract with teachers. — [A school committee] shall select and contract with the teachers of the public schools, shall require full and satisfactory evidence of their moral character, and shall ascertain by personal examination their qualifications for teaching and their capacity for the government of schools; or in lieu thereof, may accept the diplomas granted by the state normal schools of this commonwealth to their graduates. . . . [See R. L., c. 39, § 14, as am. by Acts, 1904, c. 234, § 3.] [R. L., c. 42, § 28.]

184. Applications for employment as school teachers. — Any graduate of any high school or normal school in this commonwealth, or of any other school considered by the board of education to be of equal grade, or the graduate of any reputable college, provided that such graduate is a person of good character, may file an application with the board of education for a position as school teacher upon the payment of a fee of two dollars. The application shall set forth the name, address, and, briefly,

the experience and qualifications of the applicant. . . . [*Acts, 1911, c. 731, § 1, as am. by Acts, 1913, c. 368, § 1.*]

185. Board of education to assist in procuring positions. — . . . It shall be the duty of the board of education to communicate with the school committees in the cities and towns of the commonwealth, and with persons who have made application for a position as school teacher in accordance with the provisions of this section, and to procure positions for them so far as may be possible, free of expense to the applicant beyond the aforesaid fee, and without expense to the various school committees. The said board shall cause to be printed and sent to school committees of cities and towns a list of the applicants for positions as aforesaid, with a brief statement of their qualifications and experience. [*Acts, 1911, c. 731, § 1, as am. by Acts, 1913, c. 368, § 1.*]

186. Limiting fee or compensation to be paid by applicants. — No person, firm, corporation, or association shall demand or accept from any applicant for the position of a teacher in the public schools a fee or other compensation exceeding two dollars in amount, and no further sum shall be charged to cover expenses or for any other reason, except that, if the person or agency procures a position as aforesaid for an applicant, the person or agency shall be entitled to receive as further compensation a sum not exceeding five per cent of the salary of the teacher, for the first year of employment, provided that the position is open to teachers so long. [*Acts, 1911, c. 731, § 2.*]

187. Superintendents of schools not to accept commission. — It shall be unlawful for a superintendent of schools in any city or town, or in any district composed of two or more towns, to accept any commission, fee, compensation or reward of any kind for obtaining a position as teacher in the public schools for any person. [*Acts, 1911, c. 731, § 3.*]

188. Penalty. — Any violation of this act shall be punished by fine of not less than fifty nor more than five hundred dollars. [*Acts, 1911, c. 731, § 4.*]

189. Tenure of office of public school teachers. — The school committee of a city or town, in electing a teacher or superintendent who has served in the public schools of its city or town for the 3 previous consecutive years, shall employ such teacher or superintendent to serve at the discretion of the school committee, subject to the provisions of section 2 of this act. [See paragraph 192.] [*R. L., c. 42, § 32, as am. by Acts, 1914, c. 714, § 1.*]

190. Reduction in salary. — (1) No teacher employed to serve at the discretion of the school committee, as provided in section one of this act [see preceding paragraph], shall suffer a decrease of salary without his consent, except by a general salary revision affecting equally all teachers of the same salary grade in the city or town. (2) A superintendent employed to serve at the discretion of the school committee shall suffer no decrease in salary without his consent, until at least 1 year after the school committee has voted to reduce his salary. [*Acts, 1914, c. 714, § 3.*]

191. Suspension of teachers or superintendents. — Nothing herein contained shall be construed as limiting the right of a school committee to suspend a teacher or superintendent for immoral conduct or other conduct unbecoming a teacher; and if the teacher or superintendent so suspended is subsequently dismissed because of such conduct, he shall not receive any salary for the period of his suspension. [*Acts, 1914, c. 714, § 4.*]

192. Dismissal of school teachers. — The school committee may dismiss any teacher or superintendent from employment by a two thirds vote of the whole com-

mittee, and such teacher or superintendent shall not receive any compensation for service rendered after such dismissal: *provided*, that a teacher or superintendent employed to serve at the discretion of the school committee, as provided in section one of this act [see paragraph 189], shall not be dismissed unless, at least 30 days prior to the meeting, exclusive of customary vacation periods, at which the committee votes upon the question of his dismissal, he shall have been given notice of the intention of the school committee to vote upon the question of his dismissal, nor unless he shall have been given, upon his request, a statement by the school committee of the reasons for which his dismissal is proposed; nor unless, also, in the case of a teacher, the superintendent of schools shall have given to the school committee his recommendations as to the proposed dismissal. [*R. L., c. 42, § 31, as am. by Acts, 1914, c. 714, § 2.*]

193. Right of school committee to dismiss a teacher. — Nothing herein contained [Acts, 1914, c. 714] shall be construed as limiting the right of a school committee to dismiss a teacher when an actual decrease in the number of pupils in the schools of the city or town renders such action advisable. [*Acts, 1914, c. 714, § 5.*]

194. Not to apply to certain superintendents. — This act shall not apply to superintendents of superintendency unions. [*Acts, 1914, c. 714, § 7.*]

195. Public school teachers not to be dismissed for exercising certain political rights, etc. — No school committee shall by rule, regulation or in any other manner restrict any teacher in, or dismiss him for, exercising his right of suffrage, the signing of nomination papers and the petitioning or appearing before committees of the legislature; but nothing herein contained shall be construed as limiting the power of a school committee so to restrain any teacher or dismiss him for exercising any of the aforesaid rights, suffrage excepted, on school premises, during school hours or when the exercise thereof actually interferes with the performance of school duties. [*Acts, 1913, c. 628.*]

FRAUDULENT ADVERTISEMENTS.

196. Fraudulent advertisements concerning employment. — Whoever knowingly causes to be printed or published a false or fraudulent notice or advertisement for help or for obtaining work or employment shall be punished by a fine of not more than five hundred dollars or by imprisonment for not more than three months or by both such fine and imprisonment. [*Acts, 1909, c. 514, § 27.*]

(NOTE. — See Acts, 1914, c. 347, relative to the procuring of persons to take the place of employees during strikes or other labor disputes, paragraphs 969 to 973.)

INDUSTRIAL SAFETY AND SANITATION.

(See also under Women and Children, and Licensed Occupations.)

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INDUSTRIAL SAFETY.**GENERAL ACTS.**

197. Surgical appliances for employees. — Every person, firm or corporation operating a factory or shop in which machinery is used for any manufacturing or other purpose except for elevators, or for heating or hoisting apparatus, shall at all times keep and maintain, free of expense to the employees, such medical or surgical chest, or both, as shall be required by the state board of labor and industries, and containing plasters, bandages, absorbent cotton, gauze, and all other necessary medicines, instruments and other appliances for the treatment of persons injured or taken ill upon the premises, and every person, firm or corporation carrying on a business in a mercantile establishment in which twenty or more women or minors are employed, shall in like manner provide such medical and surgical chest as the state board of labor and industries may require. A person, firm or corporation violating any provision of this section shall be punished by a fine of not less than five dollars nor more than five hundred dollars for every week during which such violation continues. [*Acts, 1909, c. 514, § 104, as am. by Acts, 1914, c. 557.*]

198. Belting, etc., to be guarded. — The belting, shafting, gearing, drums and all machinery having movable parts in all factories, mechanical establishments, workshops and mercantile establishments, if so placed as, in the opinion of the state board of labor and industries, to be dangerous to employees therein while engaged in their ordinary duties, shall be, so far as is practicable, securely guarded. No machinery except steam engines in a factory, mechanical establishment, workshop or mercantile establishment shall be cleaned while running if objection in writing is made by one of the inspectors of said board. . . . [*Acts, 1909, c. 514, § 94, as last am. by Acts, 1914, c. 328, § 2.*]

199. Elevators not included. — Nothing in [the preceding section] shall be construed as applying to the belting, shafting, gearing, drums or machinery used in the operation of elevators, nor in any way as affecting the powers of the board of elevator regulations given by Acts, 1913, c. 806. [*Acts, 1914, c. 328, § 3.*]

200. Hatchways, etc., to be protected. — The openings of hoistways, hatch-

ways, . . . and well holes upon every floor of a factory or mercantile or public building shall be protected by sufficient trap doors or self-closing hatches and safety catches, or such other safeguards as the inspectors of [the state board of labor and industries] direct; and due diligence shall be used to keep such trap doors closed at all times, except when in actual use by the occupant of the building who has the use and control of the same. [*Acts, 1909, c. 514, § 96, as am. by Acts, 1913, c. 806, § 13.*]

201. Communication with engineer's room. — In every manufacturing establishment in which the machinery is propelled by steam, communication shall be provided between each room in which such machinery is placed and the room in which the engineer is stationed by means of speaking tubes, electric bells or appliances to control the motive power, or such other means as shall be satisfactory to the inspectors of [the state board of labor and industries], if in the opinion of the inspectors such communication is necessary. Whoever, being the occupant or controlling the use of any such manufacturing establishment, violates the provisions of this section shall forfeit to the commonwealth not less than twenty-five nor more than one hundred dollars. [*Acts, 1909, c. 514, § 91.*]

202. Prosecution. — No prosecution for a violation of the provisions of the preceding section shall be commenced until four weeks after notice in writing by an inspector has been sent by mail to such person, firm or corporation of any changes necessary to be made to comply with the provisions of said section, nor if such changes shall have been made in accordance with such notice. [*Acts, 1909, c. 514, § 92.*]

203. Protection from flying shuttles. — Any person, firm or corporation owning, managing or operating factories in this commonwealth in which looms are employed shall equip the looms with such guards or other devices as will prevent injury to employees from shuttles falling or being thrown from the looms. Such guards or devices shall be made of such material and placed in such manner as shall be approved by the [state board of labor and industries], who are hereby directed to enforce the provisions of this section. Whoever violates any provision of this section shall be punished by a fine of not more than one hundred dollars for every week during which such violation continues. [*Acts, 1909, c. 514, § 101.*]

204. Traversing machinery in cotton factories. — The owner of a cotton factory which shall have been erected subsequently to May 28, 1896, in which there is any traversing carriage of a self-acting mule installed, or of any cotton factory erected previously to such date in which hereafter such traversing carriage is installed, who permits such carriage to travel within twelve inches of any pillar, column, pier or fixed structure, shall be punished by a fine of not less than twenty nor more than fifty dollars for each offence. [*Acts, 1909, c. 514, § 95.*]

205. Temporary flooring during construction. — If, in the erection of an iron or steel framed building the spaces between the girders or floor beams of any floor are not filled or covered by the permanent construction of said floors before another story is added to the building, a close plank flooring shall be placed and maintained over such spaces from the time when the beams or girders are placed in position until said permanent construction is applied; but openings protected by a strong hand-railing not less than four feet high may be left through said floors for the passage of workmen or material: *provided, however*, that when such flooring cannot be used without serious interference with the work of construction, such provision shall be made to protect the workmen from falling material as the inspector shall direct. [*Acts, 1909, c. 514, § 97, as am. by Acts, 1913, c. 655, § 17.*]

206. Staging with temporary flooring on certain construction work. — In the construction of any iron or steel framed building having a clear story of twenty-five feet elevation or more, a staging with a close plank flooring shall be placed under the whole extent of the beams, girders or trusses of such story upon which iron or steel workers are working, and not more than ten feet below the under side of such beams, girders or trusses. [*Acts, 1909, c. 514, § 98, as am. by Acts, 1913, c. 655, § 18.*]

207. Penalty. — Whoever violates any provision of the two preceding sections shall be punished by a fine of not less than fifty nor more than five hundred dollars for each offence. [*Acts, 1909, c. 514, § 99, as am. by Acts, 1913, c. 655, § 19.*]

208. Insulation of poles supporting electric wires. — Poles and other structures which are used to support lines for the transmission of electricity shall be insulated in such manner as to protect employees and other persons from accidents. If such poles and other structures are of any material except wood, and support lines which are operated at a voltage in excess of two thousand volts, they shall be plainly and conspicuously marked "Dangerous. Keep Away." The officer and inspector of wires appointed under the authority of [R. L., c. 122, § 18] or the commissioner of wires of the city of Boston, shall enforce the provisions of this section, and he shall be the sole judge of what constitutes a proper insulation and marking. [*R. L., c. 122, § 20, as am. by Acts, 1911, c. 509, § 4.*]

209. Penalty. — A person or corporation owning poles which are used for the transmission of electricity who fails to comply with the provisions of the preceding section shall be punished by a fine of not less than ten nor more than one hundred dollars for every pole left uninsulated for an unreasonable time after a request for a proper insulation by the officer, inspector or commissioner acting under the provisions of the preceding section. [*R. L., c. 122, § 21.*]

210. Gas and electric manufacturers to report accidents. — Corporations, persons and municipalities engaged in the manufacture or sale of gas or electricity shall, within twenty-four hours after every accident caused by the gas or electricity manufactured or supplied by them, whereby an employee or other person is injured, rendered insensible, or killed, report in writing to the board, stating the time, place and circumstances of the accident and such other facts relative thereto as the board may require. The chief of police of the city or town, and the medical examiner of the district, in which such accident occurs shall, in writing, report the same to said board. The chief of police shall so report within twenty-four hours, and the medical examiner within seven days, after he has notice thereof. The members of the board shall personally investigate all cases which require investigation. [*Acts, 1914, c. 742, § 164.*]

211. Certain records of injuries to employees to be open to public inspection. — All records and reports made by the district police in respect to injuries to employees in factories, workshops and mercantile establishments shall be open to inspection by the public at all reasonable times. [*Acts, 1913, c. 333.*]

EGRESSES AND PREVENTION OF FIRE.

212. Plans for buildings to be used as factories, etc. — No building which is designed to be used, in whole or in part, and no building in which alteration shall be made for the purpose of using it, or continuing its use, in whole or in part, as a . . . factory, workshop or mercantile or other establishment and to have accommodations for 10 or more employees, . . . shall be erected, and no alteration shall be made therein, until a copy of the plans and specifications thereof has been deposited with

the supervisor of plans of the building inspection department of the district police by the person causing its erection or alteration or by the architect thereof. . . . (See page 19.) [*Acts, 1913, c. 655, § 15.*]

213. Sufficient egress to be provided. — . . . Such buildings shall not be so erected or altered without sufficient egresses and other means of escape from fire, properly located and constructed. The supervisor of plans may require that stairways shall be enclosed, that they shall have suitable landings, that they shall be provided with hand-rails, that egress doors and windows shall open outward and have approved hardware, that places of egress shall be properly lighted and designated, and that proper fire stops shall be provided in the floors, walls, partitions and stairways of such building. He may make such further requirements as may be necessary to prevent the spread of fire, or its communication from any steam boiler or heating apparatus therein. . . . [*Acts, 1913, c. 655, § 15.*]

214. Sufficient egress in certain other buildings. — . . . A building in which 10 or more persons are employed in a factory, workshop, mercantile or other establishment, . . . the owner, lessee or occupant of which is notified in writing by an inspector that the provisions of [*Acts, 1913, c. 655*] are deemed by him applicable thereto, shall be provided with proper egresses or other means of escape from fire, sufficient for the use of all persons . . . employed, . . . therein; but no owner, lessee or occupant of such building shall be deemed to have violated this provision unless he has been notified in writing by such inspector what additional egresses or means of escape from fire are necessary and has neglected for 30 days, or has refused, to provide the same. . . . [*Acts, 1913, c. 655, § 20.*]

215. Egresses to be kept unobstructed. — . . . The egresses and means of escape shall be kept unobstructed, in good repair and ready for use, and, if the inspector so directs in writing, every such egress shall be properly lighted and provided with a sign having on it the word "Exit" in letters not less than five inches in height, and so made and placed as plainly to indicate to persons within the building the location of such egresses, stairways shall have suitable hand-rails [and] egress doors and windows shall open outwardly. . . . The certificate of the inspector shall be conclusive evidence of a compliance with the said requirements. . . . (See paragraph 221). [*Acts, 1913, c. 655, § 20.*]

216. Stairways on outside of buildings. — . . . Stairways on the outside of the building shall have suitable railed landings at each story above the first, accessible at each story from doors or windows, and such landings, doors and windows shall be kept clear of ice, snow and other obstructions. [*Acts, 1913, c. 655, § 20.*]

217. Fire hose to be kept ready for use. — The basement and each story of a building which is subject to the provisions of the [three] preceding [paragraphs] shall be supplied with means of extinguishing fire, consisting of a hose attached to a suitable water supply and capable of reaching any part of such basement or story, or of such portable apparatus as the inspector shall direct; and such appliances shall be kept at all times ready for use and in good condition. [*Acts, 1913, c. 655, § 21.*]

218. Doors not to be locked during hours of labor. — No outside or inside doors of any building in which operatives are employed shall be so locked, bolted or otherwise fastened during the hours of labor as to prevent free egress. Any person having charge of any such building or of any room thereof, any exit door of which shall be found to be so locked, bolted or otherwise fastened during the hours of labor as to prevent free egress, shall be punished by a fine of not less than twenty-five dollars

nor more than five hundred dollars or by imprisonment for not more than one year, or by both such fine and imprisonment. [*Acts, 1909, c. 514, § 93, as am. by Acts, 1914, c. 566.*]

219. Use of explosives regulated. — Explosive or inflammable compounds shall not be used in any factory in such place or manner as to obstruct or render hazardous the egress of operatives in case of fire. [*Acts, 1909, c. 514, § 100.*]

220. Wooden flues, etc., prohibited. — No wooden flue or air duct for heating or ventilating purposes shall be placed, or shall remain placed, in any building which is subject to the provisions of sections 15 and 20 of this act [see paragraphs 212 to 216 inclusive], and no pipe for conveying hot air or steam in such building shall be placed, or shall remain placed, within one inch of any woodwork, unless protected to the satisfaction of the inspector by suitable guards or casings of incombustible material. [*Acts, 1913, c. 655, § 22.*]

221. Certificates of inspection. — Except as is otherwise provided by law, the inspectors [of the building inspection department of the district police] shall from time to time examine all buildings within their respective districts which are subject to the provisions of this act. If, in the judgment of any such inspector, such building conforms to the requirements of this act for buildings of its class, he shall issue to the owner, lessee or occupant thereof, or of any portion thereof used in the manner described in section 20 of this act [see paragraph 214], a certificate to that effect, specifying the number of persons for whom the egresses and means of escape from fire are sufficient. Such certificate shall continue in force for not more than five years after its date, but so long as it continues in force it shall be conclusive evidence of a compliance by the person to whom it is issued with the provisions of this act. . . . [*Acts, 1913, c. 655, § 25.*]

222. To be void in certain cases. — . . . It shall be void if a greater number of persons than is therein specified are accommodated or employed or assemble, . . . within such building or portion thereof, or if such building is used for any purposes materially different from the purpose or purposes for which it was used at the time of the granting thereof, or if its interior arrangement is materially altered, or if any egresses or means of escape from fire in such building at the time of granting the said certificate are rendered unavailable or are materially changed. The certificate may be revoked by such inspector at any time upon written notice to the holder thereof or to the occupant of the premises for which it was granted, and shall so be revoked if, in the opinion of the inspector, circumstances have so changed that the existing egresses and means of escape are not proper and sufficient. . . . [*Acts, 1913, c. 655, § 25.*]

223. Copy to be posted. — . . . A copy of said certificate shall be kept posted in a conspicuous place upon each story of such building by the occupant of the premises covered thereby (see paragraph 221). [*Acts, 1913, c. 655, § 25.*]

224. Fire escapes, etc., to be kept unobstructed. — Any article or thing placed upon a fire escape or an outside means of egress of any building is hereby declared a common nuisance. Any court authorized to issue warrants in criminal cases may, upon complaint under oath made by any police officer that any article or thing is placed or maintained upon a fire escape or outside means of egress of any building, issue a warrant to bring such article or thing when found before a court having jurisdiction of the same, and all articles or things seized under the authority of such a warrant shall be disposed of as provided in R. L., c. 217, §§ 3 to 8 inclusive relative

to articles seized under clause eleven of section one of said chapter. Any owner, lessee, tenant or occupant of any building who maintains or permits to remain upon any fire escape or outside means of egress of any building any article or thing for more than 20 minutes shall be punished by a fine of not more than one hundred dollars. The existence of any article or thing upon a fire escape or outside means of egress of any building shall be prima facie evidence that such article or thing was so placed, maintained or permitted to remain by the occupant of the premises having access from said building to said fire escape or outside means of egress. [*Acts, 1905, c. 347, § 1.*]

225. Stairways of buildings to be kept unobstructed. — Every stairway of every building shall be kept free and unobstructed, and any person who permits any article or thing to remain in any stairway of any building in such a manner as may impede the egress of any person lawfully in said building, or the ingress of any person lawfully entitled to enter said building shall be punished by a fine of not more than five hundred dollars. The existence of any article or thing in any such stairway in any building shall be prima facie evidence that it was placed or permitted to remain therein by the owner, lessee, tenant or occupant of the building. [*Acts, 1905, c. 347, § 2.*]

226. Co-tenant, etc., may provide fire escape. — If a building which is subject to the provisions of this act [*Acts, 1913, c. 655*] is owned, leased or occupied, jointly or in severalty, any owner, lessee or occupant may affix to any part of the outside wall of such building any means of egress or of escape from fire specified and described by an inspector, notwithstanding the objection of any other such owner, lessee or occupant; and such means of egress or of escape may project over the highway, or over a right-of-way for a distance not exceeding one half the width of the right-of-way. [*Acts, 1913, c. 655, § 47.*]

227. Certificate of inspection. — A license which is required by law, ordinance or by-law to authorize any building or part thereof to be used for any purpose specified in [paragraph 214] shall not be granted until a license by the chief of the district police, or a certificate by an inspector, as required by the provisions of this act, shall have been issued therefor, and, when granted, shall not continue in force after the expiration of such license or certificate. [*Acts, 1913, c. 655, § 48.*]

228. Liability of owner or occupant to cause law to be observed. — The owner, lessee or occupant of a . . . factory, workshop or manufacturing establishment, or whoever owns any building or room mentioned in and subject to the provisions of [*Acts, 1913, c. 655, §§ 20 to 25 inclusive and section 27*], or controls the use thereof, shall cause the provisions thereof to be observed, and such person or corporation shall be liable to any person injured for all damages caused by a violation of the provisions of this act. No criminal prosecution shall be begun for such violation until four weeks after notice in writing to such person or corporation has been given by an inspector of any changes necessary to be made in order to conform to the provisions of said sections, nor if such changes shall have been made in accordance with such notice. Notice to one member of a firm or to the clerk or treasurer of a corporation or to the person in charge of the building or part thereof shall be sufficient notice hereunder to all members of any firm or corporation owning, leasing or controlling the building or any part thereof. Such notice may be served personally or sent by mail. [*Acts, 1913, c. 655, § 50.*]

229. General penalty. — Whoever, being the owner, lessee or occupant of

any building or part of a building described in [paragraph 214] violates any provision of this act for which no other penalty is specifically prescribed shall be punished by a fine of not less than fifty nor more than five hundred dollars. [*Acts, 1913, c. 655, § 53.*]

230. Penalty for construction, etc., contrary to law. — Whoever erects, constructs or makes alteration in a building, or an architect or other person who draws plans or specifications or superintends the erection, construction or alteration of a building, in violation of the provisions of this act, shall be punished by a fine of not less than fifty nor more than one thousand dollars. [*Acts, 1913, c. 655, § 16.*]

231. Enforcement of act. — The provisions of this act shall be enforced by the chief of the district police and the deputy chief and inspectors of the building inspection department of the district police, and the chief of the district police shall issue such regulations as may be deemed necessary for the uniform enforcement thereof. [*Acts, 1913, c. 655, § 54.*]

232. Penalty for hindering inspector. — Any person who hinders or prevents or attempts to prevent the chief of the district police, the deputy chief or any inspector of the building inspection department of the district police from entering any building, structure or enclosure or part thereof in the performance of his duty in the enforcement of the laws of the commonwealth relating thereto, shall be liable to a penalty of not less than fifty nor more than one hundred dollars. [*Acts, 1913, c. 655, § 49.*]

233. Court having jurisdiction. — Any court having equity jurisdiction may, upon the application of the chief of the district police, or the deputy chief or any inspector of the building inspection department of the district police, enforce, by any suitable process or decree, the provisions of this act and any order or requirement of any person made under authority of this act. [*Acts, 1913, c. 655, § 59.*]

234. Certain sections not to apply to the city of Boston. — Sections 15, 16, 20 to 29, inclusive, 43, 44, 47, 48, 50 and 57 of this act [*Acts, 1913, c. 655*] shall not apply to the city of Boston. [*Acts, 1913, c. 655, § 52.*]

235. Definition of "metropolitan district." — The words "metropolitan district" as used in the [following paragraphs] mean the following cities and towns and the territory comprised in them, to wit: — Arlington, Belmont, Boston, Brookline, Cambridge, Chelsea, Everett, Lynn, Malden, Medford, Melrose, Milton, Newton, Quincy, Revere, Saugus, Somerville, Waltham, Watertown, Winchester, Winthrop and Woburn. . . . [See also paragraph 248]. [*Acts, 1914, c. 795, § 1.*]

236. Storing or keeping of inflammable fluids. — No paint, oil, benzine, naphtha, or other inflammable fluid shall be kept or stored in bulk or barrel otherwise than in the tank of an automobile or motor boat or stationary engine in total quantity exceeding 10 gallons in any part of any building used for habitation, or within 50 feet of any building used for dwelling purposes, unless such paint, oil, or other inflammable fluid is enclosed within a fireproof room or structure, constructed and arranged to the satisfaction of the commissioner, and no paint, oil, benzine, naphtha, or other inflammable fluid, except for domestic purposes shall be kept, used, stored or sold in any part of any building used for habitation, unless a permit therefor has first been obtained from the commissioner under such terms and conditions as he may prescribe. [*Acts, 1914, c. 795, § 6.*]

237. Permits for handling or storage of combustible articles. — No part of any building used for habitation, nor that part of any lot within 50 feet of any

building so used, shall be used for the storage, keeping or handling of any combustible article for other than domestic purposes or of any article or material that may be dangerous to the public safety as a fire menace, unless a permit has first been obtained therefor from the commissioner. No part of any such building shall be used as a carpenter's shop nor for the storage, keeping or handling of feed, hay, straw, excelsior, shavings, sawdust, cotton, paper stock, feathers, or rags, except under such terms and conditions as the commissioner may prescribe. [*Acts, 1914, c. 795, § 7.*]

238. Removal of refuse or debris that may become fire menace. — The commissioner, or such person or persons as he may designate, may require the removal and destruction of any heap or collection of refuse or debris that, in his opinion, may become dangerous as a fire menace.

Neglect on the part of either the owner or occupant, or both, to remove the cause of complaint under the provisions of this or the preceding [paragraph], after notice thereof has been served, shall be deemed a refusal, and the commissioner or the person or persons whom he may designate, may at any time thereafter enter upon the premises and remove such material or article and the containers thereof as may be covered by or mentioned in the notice issued. The material or articles removed, if of no substantial value shall be destroyed, otherwise they shall be placed in storage, and the total costs attending such action shall be collected in the manner provided in R. L., c. 75, §§ 67, 68, and 69 [as amended]. [*Acts, 1914, c. 795, § 8.*]

239. Use of salamanders, etc., for drying plaster. — No salamander or stove for drying plastering shall be used in any building except under such conditions as may be prescribed by the commissioner, and no such salamander or stove shall be set upon a wooden floor unless it be raised above the floor at least four inches and set upon brick or other incombustible material in a bed of sand at least two inches thick, spread upon the floor and covering an area of at least two feet in all directions larger than the area of the salamander or stove. [*Acts, 1914, c. 795, § 9.*]

240. Automatic sprinklers to be installed in certain cases. — Any building within the metropolitan district used in whole or in part for the business of woodworking, or for the business of manufacturing or working upon wooden, basket, rattan or cane goods or articles, or tow, shavings, excelsior, oakum, rope, twine, string, thread, bagging, paper, paper stock, cardboard, rags, cotton or linen, or cotton or linen garments or goods, or rubber, feathers, paint, grease, soap, oil, varnish, petroleum, gasoline, kerosene, benzine, naphtha, or other inflammable fluids, and any building in the metropolitan district used in whole or in part for the business of keeping or storing any of such goods or articles, except in such small quantities as are usual for domestic use, or for use in connection with and as incident to some business other than such keeping or storing, shall, upon the order of the commissioner, be equipped with automatic sprinklers: *provided, however*, that no such order shall apply to any building unless four or more persons live or are usually employed therein above the second floor. [*Acts, 1914, c. 795, § 10.*]

241. Basements to be equipped with dry pipes, etc. — The basements of any buildings within the limits of the metropolitan district shall, upon notice in writing by the commissioner to the owners of the buildings, be equipped with such dry pipes with outside connections as the commissioner may prescribe. [*Acts, 1914, c. 795, § 11.*]

242. Penalty for failure to comply with notice. — Owners of buildings in the metropolitan district who, within six months after having received written notice from the commissioner under sections 10 or 11 [see two preceding paragraphs], fail to

comply with the requirement of such notice, shall be punished by a fine of not more than one thousand dollars. [*Acts, 1914, c. 795, § 12.*]

243. Right of access to premises. — The commissioner, or any person to whom the commissioner may delegate the authority, is hereby authorized to enter at any reasonable hour any building or other premises, or any ship or vessel to make inspection, or in furtherance of the purpose of any provision of any law, ordinance, or by-law, or of any rule or order of the commissioner, without being held or deemed to be guilty of trespass: *provided*, that there is reason to suspect the existence of circumstances dangerous to the public safety as a fire menace. [*Acts, 1914, c. 795, § 17.*]

244. Penalty for failure to obey rules, orders, etc. — If any city or town or any head of a fire department or any officer, servant or agent of the commonwealth or of any city or town refuses or unreasonably neglects to obey any lawful rule, order or regulation of the commissioner such city or town upon information presented by the commissioner, shall be liable to a fine not exceeding one thousand dollars, and such head of a fire department or other person shall be guilty of a misdemeanor and liable to a fine not exceeding fifty dollars for each offence, and the rule or order may, upon application of the commissioner, be enforced either by the supreme judicial court or by the superior court by writ or mandamus or otherwise. Violation or unreasonable neglect of such rules or orders by any person, firm or corporation, other than as aforesaid, shall be a misdemeanor and shall be punished by a fine not exceeding ten dollars for each day during which such violation continues after notice to the person or persons violating such rule or order. Such notice may be given by personal service or by posting the same in a conspicuous place on the premises affected thereby. [*Acts, 1914, c. 795, § 16.*]

245. Tenants or owners may be affected by orders of commissioner. — In any case where buildings or other premises are owned by one person and occupied by another under lease or otherwise, the orders of the commissioner shall apply to the occupant alone, except where such rules or orders require the making of additions to or changes in the premises themselves, such as would immediately become real estate and be the property of the owner of the premises. In such cases the rules or orders shall affect the owner and not the occupant, and, unless it is otherwise agreed between the owner and the occupant, the occupant whose use of the premises has caused the making of such additions or changes, in addition to his rent or other payments shall, after the additions or changes are made, pay a reasonable per cent of the cost thereof annually to the owner of the premises. No rule or order shall be made or enforced which requires an expenditure by the owner or occupant of more than five per cent of the last annual assessed valuation of the land and buildings to which such rule or order relates. [*Acts, 1914, c. 795, § 22.*]

246. Cities or towns may accept act. — The provisions of this act shall apply and extend to any and all such cities and towns in this commonwealth as, in the case of a city by a two thirds vote of its city council present and voting, and in the case of a town at any regular or special meeting called for that purpose, by a majority of its voters present and voting, may vote to accept the provisions hereof; and the words "metropolitan district" wherever they may occur in this act shall apply to and include every such city and town so voting. [*Acts, 1914, c. 795, § 26.*]

247. General penalties. — Except as is otherwise hereinbefore provided, any person violating any provision of this act shall be guilty of a misdemeanor and

liable to a fine of fifty dollars for each offence, or, in case of a continuing offence after notice of such violation to a fine, not exceeding ten dollars for every day during which the violation continues. [*Acts, 1914, c. 795, § 27.*]

248. Act to apply only to metropolitan district, etc. — The provisions of this act shall apply only to the metropolitan district and to such cities and towns as shall accept the same in the manner hereinbefore provided. [*Acts, 1914, c. 795, § 28.*]

ELEVATORS.

(See under Board of Elevator Regulations, page 23.)

249. Installation and inspection of elevators. — In cities and towns not having a building department or an inspector of buildings, the installation and alteration of all elevators shall be under the supervision of the inspectors of the building inspection department of the district police. In cities and towns having an inspector of buildings or a person acting as such, the installation and alteration of all elevators shall be under the supervision of such inspector. No elevator shall hereafter be installed or altered until a copy of the plans and specifications of such elevator or of the proposed alterations shall have been filed by the owner of the premises where the elevator is to be installed or altered, or by the manufacturer of the elevator, with the inspector having jurisdiction, and a certificate of approval or a specification of requirements shall have been issued by him. [*Acts, 1913, c. 806, § 1.*]

250. Enforcement of elevator regulations. — . . . It shall be the duty of the building inspection department of the district police and the department of buildings or inspectors of buildings of cities and towns to see that the [regulations established by the board of elevator regulations] are complied with. [*Acts, 1913, c. 806, § 7.*]

251. Practical test of safety devices to be made. — On completion of the work of installation or alteration, the manufacturer of the elevator or the person making the alterations shall make a practical test of the safety devices of the elevator in the presence of the inspector, and if the test is satisfactory to the inspector, he shall issue a certificate approving the elevator and safety devices thereof. [*Acts, 1913, c. 806, § 2.*]

252. Yearly inspection of elevators. — All elevators shall be thoroughly inspected and a practical test made of the safety devices required therefor at intervals of not more than one year, and at such other times as may be deemed necessary by the inspector having jurisdiction thereof. . . . [*Acts, 1913, c. 806, § 3.*]

253. Report of inspection. — . . . Within ten days after the inspection, the inspector shall report the result thereof to the chief of the district police, upon forms to be furnished by him. This requirement for the making of inspection reports shall not apply to the city of Boston. [*Acts, 1913, c. 806, § 3.*]

254. Certificate of safe condition to be posted in elevator. — If, in the judgment of any inspector having jurisdiction thereof, an elevator is safe, and if the elevator has been constructed in the manner required by law or by regulations made by the board of elevator regulations . . . , the inspector shall issue a certificate to that effect to the owner of the elevator, or to the person in charge thereof, and the owner of the elevator or the person in charge thereof shall post the certificate in a conspicuous place in or near the cab or car of such elevator. If in the judgment of the inspector, the elevator is unsafe or dangerous to use, or has not been constructed in the manner required by law or by the regulations made by the board of elevator regulations . . .

the inspector shall immediately post conspicuously upon the entrance or door of the cab or car of such elevator, or upon the elevator, a notice of its dangerous condition, and shall prohibit the use of the elevator until it has been made safe to the inspector's satisfaction. No person shall remove such notice or operate such elevator until the inspector has issued his certificate as aforesaid. [*Acts, 1913, c. 806, § 4.*]

255. Report of accidents, etc. — Any owner, operator or person in charge of an elevator, or any person employed by any firm, corporation, or individual to inspect an elevator shall, if he thinks such elevator is unsafe, report the fact in writing to the inspector having jurisdiction thereof who shall forthwith inspect such elevator. If any accident occurs to an elevator, the operator, person in charge or owner having knowledge thereof shall immediately report such accident to the inspector having jurisdiction who shall forthwith inspect such elevator. [*Acts, 1913, c. 806, § 5.*]

256. Rules may be altered or amended. — Any person engaged in the inspection, alteration, construction, repair or operation of elevators may, from time to time, hereafter by petition in writing to the governor and council request that rules and regulations established under [*Acts, 1913, c. 806*] be altered or amended. The governor may grant public hearings before the governor and council upon such petition, and if he deems it advisable may appoint a new board of elevator regulations to consist of seven members as provided in section seven of [the above act]. Such board shall, within three months after its appointment, draft such alterations or amendments as they deem advisable and submit the same to the governor and council for their approval as provided in section seven. [See paragraph 87.] Upon the approval by the governor and council of such alterations or amendments, they shall become a part of the rules and regulations pertaining to elevators and shall have the same force and effect as the other rules and regulations established under [the said] section seven. The board established under this section shall, upon such approval by the governor and council be dissolved. [*Acts, 1913, c. 806, § 9.*]

257. Objections to orders of an inspector of buildings. — Whoever is aggrieved by the order, requirement, or direction of an inspector of buildings of a city or town except in the city of Boston, may, within ten days after the service thereof, appeal to a judge of the superior court for the county in which the building to which such order, requirement or direction relates is situated, for an order forbidding its enforcement; and after such notice as said court shall order to all parties interested, a hearing may be had before said court at such early and convenient time and place as shall be fixed by said order; or the court may appoint three disinterested persons, skilled in the subject-matter of the controversy, to examine the matter and hear the parties; and the decision of said court, or the decision, in writing and under oath, of the majority of said experts, filed in the office of the clerk of courts in said county within ten days after such hearing, may alter, annul or affirm such order, requirement or direction. Such decision or a certified copy thereof shall have the same authority, force and effect as the original order, requirement or direction of the inspector. If such decision annuls or alters such order, requirement or direction of the inspector, the court shall also order the said inspector not to enforce his order, requirement or direction, and in every such case the certificate required by this act to be issued by the inspector shall thereupon be issued by said court or by said experts. [*Acts, 1913, c. 806, § 11.*]

258. Penalty. — Any person, firm or corporation violating or failing to comply with any provision of [*Acts, 1913, c. 806*], or of any regulation established hereunder shall be punished by a fine of not more than five hundred dollars for every such offence,

subject, however, to the right of appeal as provided in section eleven of [the above] act except that in the city of Boston the right of appeal shall be the same as that provided by Acts, 1907, c. 550, § 7. [*Acts, 1913, c. 806, § 12.*]

STEAM BOILERS.

(See under Board of Boiler Rules, page 21.)

259. Steam boilers to be inspected. — All steam boilers and their appurtenances, except boilers of railroad locomotives, motor road vehicles, boilers in private residences, boilers in public buildings and in apartment houses used solely for heating, and carrying pressures not exceeding fifteen pounds per square inch, and having less than four square feet of grate surface, boilers of not more than three horse power, boilers used for horticultural and agricultural purposes exclusively, and boilers under the jurisdiction of the United States, shall be thoroughly inspected internally and externally at intervals of not over one year, and no person shall operate or cause to be operated any boiler not exempted by the provisions of this section until the boiler has been inspected as hereinafter provided. . . . [*Acts, 1907, c. 465, § 1, as last am. by Acts, 1912, c. 531, § 1.*]

260. Inspectors may enter premises. — . . . All members of the boiler inspection department of the district police shall have authority in pursuance of their duty to enter any premises on which a boiler is situated, and any person who hinders or prevents or attempts to prevent any member of the boiler inspection department from so entering shall be liable to the penalty specified in [paragraph 290]. . . . [*Acts, 1907, c. 465, § 28, as am. by Acts, 1909, c. 393, § 3.*]

261. Certificate of inspection to be accessible. — . . . [No person shall operate or cause to be operated any boiler not exempted by the provisions of the above paragraph, 259] . . . until the certificate of inspection as hereinafter provided has been issued and so placed as to be easily read in the engine or boiler room of the plant where the boiler is located, except that such certificate of inspection for a portable boiler shall be kept on the premises and shall be accessible at all times. . . . [*Acts, 1907, c. 465, § 1, as last am. by Acts, 1912, c. 531, § 1.*]

262. Operation in excess of safe working pressure forbidden. — . . . No person shall operate or cause to be operated any boiler not exempted by the provisions of [paragraph 259] at pressures in excess of the safe working pressure stated in the certificate of inspection hereinafter mentioned, which pressure is to be ascertained by rules established by the board of boiler rules, [see page 21] . . . and shall be equipped with such appliances to insure safety of operation as shall be prescribed by said board. All such boilers installed after January first, 1908, shall be so inspected when installed. . . . [*Acts, 1907, c. 465, § 1, as last am. by Acts, 1912, c. 531, § 1.*]

263. Certain other boilers may be installed. — . . . A boiler in this commonwealth at the time of the passage of this act, which does not conform to the rules of construction formulated by the board of boiler rules may be installed after a thorough internal and external inspection and hydrostatic pressure test by a member of the boiler inspection department of the district police, or by an inspector holding a certificate of competency as an inspector of steam boilers, as provided by Acts, 1907, c. 465, § 6, and employed by the company insuring the boiler. The pressure allowed on such boilers is to be ascertained by rules formulated by the board of boiler rules. No certificate of inspection shall be granted on any boiler installed after May first, 1908,

which does not conform to the rules formulated by the board of boiler rules. [*Acts, 1907, c. 465, § 1, as last am. by Acts, 1912, c. 531, § 1.*]

264. Location of uninsured boilers to be reported to district police. — Whoever owns, or uses or causes to be used, any such boiler, unless the same is under the periodically guaranteed inspection of insurance companies authorized to insure boilers in this commonwealth, shall report in writing to the chief inspector of the boiler inspection department of the district police the location of such boiler, before the work of installation of such boiler is completed, and annually thereafter: *provided, however*, that whoever owns, or uses or causes to be used, any such boiler, shall also report in writing immediately to the chief inspector of the boiler inspection department of the district police when the periodically guaranteed inspection of an insurance company authorized to insure boilers in this commonwealth ceases on such boiler for any cause, and annually thereafter so long as such boiler is not under the periodically guaranteed inspection of an insurance company authorized to insure boilers in this commonwealth. [*Acts, 1907, c. 465, § 2, as am. by Acts, 1912, c. 531, § 2.*]

265. Annual inspection under steam. — All such boilers shall also be inspected externally at least once each year when in operation, and it shall be the duty of the inspector to observe the pressure of steam carried, and the general condition of each boiler, and to ascertain if the safety valve, and the appliances for indicating the pressure of steam and level of water in the boiler, are in proper working order. No person shall remove or tamper with any safety appliance prescribed by the board of boiler rules, and no person shall in any manner load the safety valve to a greater pressure than that allowed by the certificate of inspection. [*Acts, 1907, c. 465, § 3.*]

266. Inspections; by whom made. — The inspection of boilers and appurtenances shall be made by the boiler inspection department of the district police, under the supervision of the chief inspector of boilers, or by inspectors of such insurance companies as have complied with the laws of the commonwealth and are authorized to insure steam boilers. . . . [*Acts, 1907, c. 465, § 4.*]

267. Boiler inspection, preparation for. — The owner or user of a boiler herein required to be inspected shall prepare the boiler for inspection as directed by the inspector. The inspector shall give the owner or user at least fourteen days' notice to prepare a boiler for inspection, if requested by the owner or user to give such notice: *provided, however*, that the inspector shall not be required to give notice of external inspection under steam, and that such notice need not be given if the boiler is in process of installation, or if the boiler has not been inspected within one year and a certificate of inspection issued. If, in the judgment of an inspector of the boiler inspection department of the district police, any boiler or its appurtenances, which are herein required to be inspected, are in a defective or dangerous condition, he may immediately order the boiler discontinued from service, whether or not such boiler is under the periodically guaranteed inspection of an insurance company authorized to insure steam boilers in this commonwealth; and no person shall again operate such boiler, or cause it to be operated, until a certificate of inspection has been issued by an inspector of the boiler inspection department of the district police. [*Acts, 1907, c. 465, § 13, as am. by Acts, 1912, c. 531, § 4.*]

268. Certificate of inspection issued by inspector. — If, upon inspection the inspector finds the boiler to be in safe working order, with the fittings necessary to safety, and properly set up, and the boiler and its appendages conform to the rules formulated by the board of boiler rules, he shall issue to the owner or user thereof a

certificate of inspection stating the maximum pressure at which the boiler may be operated, as ascertained by the rules established by the board of boiler rules, and thereupon such owner or user may operate the boiler mentioned in the certificate. If the inspector finds that the boiler is not in safe working condition, or is not provided with fittings necessary to safety, or if the fittings are improperly arranged, or if the boiler and its appendages do not conform to the rules formulated by the board of boiler rules, he shall withhold his certificate until the boiler and its fittings are put in a condition to insure safety of operation, and the boiler and its appendages do conform to the rules formulated by the board of boiler rules, and the owner or user shall not operate the boiler, or cause it to be operated, until such certificate has been granted. [*Acts, 1907, c. 465, § 15, as am. by Acts, 1912, c. 531, § 6.*]

269. Inspected boilers to be numbered. — Every boiler which has been inspected by the boiler inspection department shall be numbered either by stamping the number upon the boiler or by attaching a numbered metal tag by a seal or otherwise to the boiler or its fittings. No person except a member of the boiler inspection department shall deface or remove any such number or tag. [*Acts, 1907, c. 465, § 16.*]

270. Fees for the inspection of steam boilers. — The owner or user of a boiler inspected by the boiler inspection department shall pay to the inspector five dollars for each boiler internally and externally inspected, and two dollars for each visit for external inspection under steam, and two dollars for each cast-iron sectional boiler inspected. The inspector shall give receipts for the same, and shall pay all sums so received to the chief inspector of the boiler inspection department, who shall pay the same to the treasurer of the commonwealth. [*Acts, 1907, c. 465, § 14, as am. by Acts, 1912, c. 531, § 5.*]

271. Certificate of inspection on insured boilers. — Insurance companies engaged in the business of inspecting and insuring steam boilers shall, after each internal and external inspection, if the boiler and its appendages conform to the rules formulated by the board of boiler rules, and if they deem the boiler to be in safe working condition otherwise, issue a certificate of inspection stating the maximum pressure at which the boiler may be operated. This maximum pressure shall be determined under the rules established by the board of boiler rules. [*Acts, 1907, c. 465, § 17, as am. by Acts, 1912, c. 531, § 7.*]

272. Steam boilers not to be insured for a longer period than three years. — No insurance company shall issue a policy of insurance on a steam boiler for a longer period than three years. . . . [*Acts, 1907, c. 465, § 18, as am. by Acts, 1908, c. 563.*]

273. Insuring when no certificate of inspection has been issued. — . . . If a boiler is insured which has not previously been inspected externally and internally and a certificate of inspection issued, the company so insuring shall forthwith notify the chief of the boiler inspection department of the district police to that effect, and shall inspect such boiler internally and externally within one month after the insurance is effected. No insurance shall be effected on any boiler installed after May first, 1908, which does not conform to the rules formulated by the board of boiler rules. [*Acts, 1907, c. 465, § 1, as am. by Acts, 1908, c. 563.*]

274. Form of inspection certificate. — The certificate of inspection issued by the boiler inspection department, or by an insurance company, shall state the name of the owner or user, the location, size and number of the boiler, the date of inspection and the maximum pressure at which the boiler may be operated, under the signature of the person who made the inspection, and shall also contain such quotations from

the statutes as shall be deemed necessary by the board of boiler rules, and shall so be placed as to be easily read in the engine room or boiler room of the plant where the boiler is located, except that the certificate of inspection for a portable boiler shall be kept on the premises and shall be accessible at all times. [*Acts, 1907, c. 465, § 19.*]

275. Reports to be forwarded to chief inspector. — Every insurance company authorized to insure steam boilers within the commonwealth shall forward to the chief inspector of boilers, within fourteen days after each internal and external inspection of boilers herein required to be inspected, reports of all boilers so inspected by it. Such reports shall be made on blanks furnished by the chief inspector of boilers, and shall contain all orders made by the company regarding the boilers so inspected. [*Acts, 1907, c. 465, § 10.*]

276. Name of owner or user of boiler to be reported. — Every boiler insurance company shall report immediately to the chief inspector of boilers the name of the owner or user and the location of every boiler herein required to be inspected, upon which they have cancelled or refused insurance, giving the reasons for so doing. [*Acts, 1907, c. 465, § 11.*]

277. Fusible safety plugs to be provided. — No person shall use, or cause to be used, a steam boiler, excepting boilers upon motor road vehicles, steam fire engines, boilers in private residences, or boilers under the jurisdiction of the United States, unless it is provided with a fusible safety plug made of lead or some other equally fusible material, as specified by the rules to be established by the board of boiler rules. [*Acts, 1907, c. 465, § 20.*]

278. Owner or user to report defective boiler. — The owner or user of any boiler herein required to be inspected shall immediately notify the boiler inspection department, if the boiler is being operated under the inspection of that department, or the insurance company, if it is being operated under its inspection, in case a defect affecting the safety of the boiler is discovered. [*Acts, 1907, c. 465, § 21.*]

279. Daily record of boiler to be kept. — . . . The person in charge of a stationary steam boiler upon which the safety valve is set to blow off at more than 25 pounds pressure to the square inch, except boilers upon locomotives, motor road vehicles, boilers in private residences, boilers in apartment houses of less than five flats, boilers under the jurisdiction of the United States, boilers used for agricultural purposes exclusively, and boilers of less than nine horse power, shall keep a daily record of the boiler, its condition when under steam and all repairs made and work done on it, upon forms to be obtained upon application from the boiler inspection department. These records shall be kept on file and shall be accessible at all times to the members of the boiler inspection department. [*Acts, 1911, c. 562, § 7.*]

280. When boiler insurance expires or is cancelled. — If the insurance on any boiler herein required to be inspected expires, or is cancelled because the insurers deem it unsafe to continue the operation of the boiler, the owner or user shall cease to operate it until it has been put in a safe condition, satisfactory to the insurers, or has been inspected by the boiler inspection department and a certificate of inspection has been issued. [*Acts, 1907, c. 465, § 22.*]

281. Hydrostatic test, owner or user to prepare boiler for. — If, in the judgment of the inspector or of the insurance company, it is advisable to apply a hydrostatic pressure test to a boiler, the owner or user shall prepare the boiler for such test, as directed by the inspector or by the insurance company. [*Acts, 1907, c. 465, § 23.*]

282. Steam fire engines exempt. — . . . The provisions of [the] act relative to the inspection and operation of boilers within the commonwealth shall not be held to apply to steam fire engines brought into the commonwealth for temporary use in times of emergency, for the purpose of checking conflagrations. [*Acts, 1907, c. 465, § 28, as am. by Acts, 1909, c. 393, § 3.*]

283. Exempt boilers may be inspected upon application, etc. — Boilers and their appurtenances used exclusively for heating purposes, but which are not herein required to be inspected, shall be provided with such appliances to insure safety as shall be prescribed by the board of boiler rules, and it shall be the duty of the boiler inspection department to inspect such boilers upon application of the owner. [*Acts, 1907, c. 465, § 12.*]

284. Insurance inspector to hold certificate of competency. — No person shall act as an inspector of boilers which are under the periodically guaranteed inspection of companies that have complied with the laws of this commonwealth, unless he holds a certificate of competency as hereinafter provided. Every insurance company authorized to inspect and insure steam boilers in this commonwealth shall have in its employ at least one inspector who holds a certificate of competency as hereinafter provided, and who resides in this commonwealth. [*Acts, 1907, c. 465, § 5, as am. by Acts, 1912, c. 531, § 3.*]

285. Application for examination as boiler inspector. — Whoever desires to act as an inspector of boilers, as specified in section five, shall make application upon blanks to be furnished by the chief of the district police. Three members of the boiler inspection department shall act as a board of examiners. The application shall show the total experience of the applicant and shall be accompanied by a letter of request for his examination from the boiler insurance company by whom he is or is to be employed. Willful falsification in the matter of any statement contained in the application shall be deemed sufficient cause for the revocation of said certificate at any time. . . . [*Acts, 1907, c. 465, § 6.*]

286. Method of examining. — . . . The applicant shall be examined as to his knowledge of the construction, installation, maintenance and repair of steam boilers and their appendages, and, if found competent, he shall receive a certificate of competency to inspect steam boilers for the boiler insurance company by whom he is or is to be employed, and the certificate shall continue in force during his employment by said company, unless revoked for incompetency or untrustworthiness. When a person ceases to be employed as an inspector by a boiler insurance company the insurance company shall notify the chief of the district police of the matter, giving the reasons therefor. A period of ninety days shall elapse between the dates of examinations, except in the case of an appeal as hereinafter provided. The certificate of competency shall be revoked for the incompetence or untrustworthiness of the holder thereof, and shall remain revoked until a new certificate is issued. If a certificate is lost by fire or other cause a new certificate shall be issued in its place, upon satisfactory proof of such loss, without re-examination. [*Acts, 1907, c. 465, § 6.*]

287. When certificate is revoked. — A person who is refused a certificate of competency, or whose certificate is revoked, may appeal from such decision to the chief of the district police, who shall grant a rehearing of the case by a board of five examiners, no one of whom shall have acted as an examiner in the former instance, whose decision shall be final if approved by the chief of the district police. The applicant shall have the privilege of having one representative of the boiler insurance com-

pany by whom he is or is to be employed present during an examination or the hearing of an appeal. [*Acts, 1907, c. 465, § 7.*]

288. Authority to insure steam boilers may be revoked, etc. — Any steam boiler insurance company which issues a certificate of inspection signed by an inspector who does not hold a certificate of competency may have its authority to insure steam boilers revoked by the commissioner of insurance for the commonwealth. . . . [*Acts, 1907, c. 465, § 8.*]

289. Enforcement of act relative to inspection and operation of steam boilers. — The boiler inspection department of the district police shall enforce the provisions of the preceding sections and such rules as shall be promulgated by the board of boiler rules with the approval of the governor. . . . [*Acts, 1907, c. 465, § 28, as am. by Acts, 1909, c. 393, § 3.*]

290. Penalty for violation of this act or rules. — . . . Whoever violates any provision of this act or of the said rules shall be punished by a fine of not less than twenty nor more than five hundred dollars or by imprisonment for not more than six months, or by both such fine and imprisonment. A trial justice shall have jurisdiction of complaints for violation of the provisions of this act, and in such cases may impose a fine of not more than fifty dollars. . . . [*Acts, 1907, c. 465, § 28, as am. by Acts, 1909, c. 393, § 3.*]

PNEUMATIC MACHINERY.

(See under Board of Boiler Rules, page 21.)

291. Installation of compressed air tanks. — No person shall install or use, or cause to be installed or used, any tank or other receptacle, except pipes laid from tanks or other receptacles, for the keeping or storing of compressed air at any pressure exceeding fifty pounds per square inch, for use in operating pneumatic machinery, unless the owner or user thereof shall hold a certificate of inspection issued by the boiler inspection department of the district police, certifying that the said tank or other receptacle has duly been inspected within two years, or unless the owner or user shall hold a policy of insurance upon the said tank or other receptacle issued by an insurance company operating under the laws of this commonwealth, together with a certificate of inspection from an insurance inspector who holds a certificate of competency as a boiler inspector issued by the boiler inspection department of the district police. [*Acts, 1914, c. 649, § 1.*]

292. Regulations. — The board of boiler rules shall prescribe regulations for the size, shape, construction, gauges, operation, maximum pressure, safety devices, use of oil, and other appurtenances necessary for the safe operation of all tanks or other receptacles used for the storing of compressed air, except those exempted by section seven [see paragraph 297] of this act. [*Acts, 1914, c. 649, § 2.*]

293. Inspection, to be made biennially. — The boiler inspection department of the district police shall inspect all of the said tanks or other receptacles having a pressure in excess of fifty pounds per square inch, at least once every two years: *provided, however*, that the said department shall not be required to inspect such tanks or other receptacles as may be covered by a policy of insurance and inspected by insurance inspectors as specified in [paragraph 291]. . . . [*Acts, 1914, c. 649, § 3.*]

294. Owner to give notice of location. — All owners of any of the said tanks or other receptacles having a pressure in excess of fifty pounds per square inch shall

notify the chief of the district police of the location of the same. [*Acts, 1914, c. 649, § 4.*]

295. Report of inspections to be sent to chief of district police. — Every insurance company authorized to insure air tanks within this commonwealth shall forward to the chief of the district police, within fourteen days after each internal and external inspection of an air tank or other such receptacle, a report of such inspection. The reports shall be made on blanks furnished by the chief of the district police, and shall contain all orders and regulations made by the company regarding the air tanks or other receptacles so inspected. [*Acts, 1914, c. 649, § 5.*]

296. Inspection. — The inspection shall consist of a hammer test, and, if required by the inspector, also a hydrostatic test the pressure of which shall be one and one half times the pressure allowed on the air tank or other receptacle inspected. The air tank or other receptacle shall be prepared for inspection by the owner or user thereof. [*Acts, 1914, c. 649, § 6.*]

297. Certain tanks to be exempt. — The provisions of [*Acts, 1914, c. 649, relative to the construction and inspection of tanks containing compressed air*] shall not apply to tanks or other receptacles used for the keeping or storing of compressed air when attached to locomotives, street or railway cars, vessels or motor vehicles. [*Acts, 1914, c. 649, § 7.*]

298. Fee for inspection. — The sum of three dollars shall be paid to the boiler inspection department of the district police by the owner, agent or user of any such tank or other receptacle for every inspection thereof by the said department herein provided for. [*Acts, 1914, c. 649, § 8.*]

299. Penalty. — Whoever violates any provision of [*Acts, 1914, c. 649, relative to the construction and inspection of tanks containing compressed air*], or any regulation made under authority hereof, shall be punished by a fine not exceeding fifty dollars, or by imprisonment for not more than thirty days, or by both such fine and imprisonment. [*Acts, 1914, c. 649, § 9.*]

AMMONIA COMPRESSORS.

(See under Board of Boiler Rules, page 21.)

300. Use of ammonia compressors. — It shall be unlawful to use an ammonia compressor unless it is equipped with a safety valve. [*Acts, 1914, c. 467, § 1.*]

301. Rules for construction of safety valves. — The board of boiler rules shall . . . formulate rules for the size, design, location and piping of safety valves on ammonia compressors. [*Acts, 1914, c. 467, § 2.*]

302. Rules to have force of law, etc. — The rules so formulated shall have the force of law and shall be printed and furnished to those requesting them by the boiler inspection department. [*Acts, 1914, c. 467, § 3.*]

303. Changes in rules. — Any changes in the rules [concerning the size, design, location and piping of safety valves on ammonia compressors] as formulated by the board of boiler rules shall be made in accordance with *Acts, 1907, c. 465, § 26, as am. by Acts, 1909, c. 393, § 2.* [*Acts, 1914, c. 467, § 4.*]

304. Enforcement of provisions of act. — The provisions of this act [relating to safety valves on ammonia compressors] shall be enforced by the boiler inspection department of the district police, and all persons, firms or corporations violating the provisions of this act shall be punished in accordance with *R. L., c. 102, § 86, as am. by Acts, 1905, c. 310, § 3.* [*Acts, 1914, c. 467, § 5.*]

INDUSTRIAL SANITATION.**GENERAL ACTS.**

305. Receptacles for expectoration. — Suitable receptacles for expectoration shall be provided in all factories and workshops by the proprietors thereof, the same to be of such form and construction and of such number as shall be satisfactory to the board of health of the city or town in which the factory or workshop is situated. [*Acts, 1909, c. 514, § 103.*]

306. Spitting in mills and factories. — No person shall expectorate or spit . . . except in receptacles provided for the purpose in or upon any part of . . . any mill or factory. . . . [*Acts, 1906, c. 165, § 1, as last am. by Acts, 1908, c. 150, § 1.*]

307. Penalty. — Whoever violates any provision of [the preceding section] shall be punished by a fine of not more than twenty dollars. Any person detected in the act of violating any provision of [the preceding section] may be arrested by any officer authorized to serve criminal process in the place where the offence is committed and kept in custody until he can be taken before a court which has jurisdiction of such offence: and if his name is unknown to the officer who makes the arrest, he may be arrested without a warrant. [*Acts, 1906, c. 165, § 2, as am. by Acts, 1907, c. 410, § 2.*]

308. Use of suction shuttles prohibited. — It shall be unlawful for any proprietor of a factory or any officer or agent or other person to require or permit the use of suction shuttles, or any form of shuttle in the use of which any part of the shuttle or any thread is put in the mouth or touched by the lips of the operator. It shall be the duty of the state board of [labor and industries] to enforce the provisions of this act. [*Acts, 1911, c. 281, § 1.*]

309. Penalty. — Violations of [the preceding section] shall be punished by a fine of not less than fifty dollars for each offence. [*Acts, 1911, c. 281, § 2.*]

310. Sanitary cleaning of presses. — All publishers and printers shall use a sanitary cloth or other sanitary material in cleaning their presses. [*Acts, 1913, c. 472.*]

311. Employees of factories, etc., to be vaccinated. — The board of health of a city or town in which any incorporated manufacturing company, almshouse, reform or industrial school, hospital or other establishment where the poor or sick are received, prison, jail or house of correction or any institution which is supported or aided by the commonwealth is situated may, if it decides that it is necessary for the health of the inmates or for the public safety, require the authorities of said establishment or institution, at the expense thereof, to cause all said inmates to be vaccinated. [*R. L., c. 75, § 138.*]

VENTILATION.

312. Sanitary conditions in establishments. — . . . Every factory, workshop, manufacturing, mechanical and mercantile establishment shall be well lighted, well ventilated and kept clean and free from unsanitary conditions, according to such reasonable rules and regulations as may be adopted with reference thereto by the state board of labor and industries. [*Acts, 1909, c. 514, § 94, as last am. by Acts, 1914, c. 328, § 2.*]

313. Ventilation of factories, etc. — A factory in which five or more persons and a workshop in which five or more women or young persons are employed shall, while work is carried on therein, be so ventilated that the air shall not become so

impure as to be injurious to the health of the persons employed therein and so that all gases, vapors, dust or other impurities injurious to health, which are generated in the course of the manufacturing process or handicraft carried on therein shall, so far as practicable, be rendered harmless. [*Acts, 1909, c. 514, § 83.*]

314. Enforcement of ventilation requirements. — If, in a workshop, or factory which is within the provisions of the preceding section, any process is carried on by which dust is caused which may be inhaled to an injurious extent by the persons employed therein, and it appears to [an inspector of the state board of labor and industries] that such inhalation would be substantially diminished without unreasonable expense by the use of a fan or by other mechanical means, such fan or other mechanical means, if he so directs, shall be provided, maintained and used. [*Acts, 1909, c. 514, § 84.*]

315. Prerequisites to criminal prosecution. — A criminal prosecution shall not be instituted for any violation of the provisions of the two preceding sections unless such employer neglects, for four weeks after the receipt of a notice in writing, to make such changes in his factory or workshop as shall be ordered by [an inspector of the state board of labor and industries]. [*Acts, 1909, c. 514, § 85.*]

316. Humidity and temperature of atmosphere in textile factories. — In every weaving and spinning department in a textile factory wherein water is introduced for humidifying purposes there shall be provided, maintained and kept in correct working order, for the purpose of recording and regulating the humidity of the atmosphere and the temperature, at least one set of standardized wet and dry bulb thermometers, and, if required by [an inspector of the state board of labor and industries], two sets of such thermometers, and the following regulations shall be observed in the use of the thermometers: (a) The thermometers shall be placed as directed or sanctioned by [an inspector of the state board of labor and industries], and shall be plainly visible to the workers. (b) The occupier or manager or person for the time being in charge of the weaving or spinning department in question shall read the thermometers thrice in the day, namely, between seven and eight o'clock in the forenoon, between ten and eleven o'clock in the forenoon, and between three and four o'clock, except in rooms which are lighted by gas, and then between four and five o'clock, in the afternoon of every day on which any persons are employed in any weaving or spinning department, and he shall record the readings of each thermometer in such department at each of the said times upon a form provided for the purpose, which, together with the regulations relating thereto, shall be furnished by the state board of [labor and industries]. The records of the readings shall not be destroyed until they have first been seen by [an inspector of the state board of labor and industries] in whose district the factory is situated, and then not without his knowledge and consent. [*Acts, 1910, c. 543, § 1.*]

317. Certain textile factories exempt. — [The preceding] section . . . shall not apply to textile factories already equipped with, or which become equipped with, such a number and type of standardized self-registering hygrometers, or psychrometers, or hygrometric system, as meet the approval of the state board of [labor and industries], provided that the manner of using the same is approved by [an inspector of the state board of labor and industries] in whose district the factory is situated, and provided that the records of the readings from the said hygrometers, or hygrometric system installed, are not destroyed without the knowledge and consent of said inspector. [*Acts, 1910, c. 543, § 2.*]

318. Certain other factories exempt. — Paragraph 316 shall not apply to textile factories the occupier or manager or person in charge of which makes use of the sling hygrometer with the express purpose of quickly and accurately determining the actual moisture and temperature of a weaving or spinning department as frequently and in such a manner as is approved by [an inspector of the state board of labor and industries] in whose district the factory is situated, and provided that the records of the readings from the use of the said hygrometer are not destroyed without the knowledge and permission of said inspector. [*Acts, 1910, c. 543, § 3.*]

319. Limits of humidity in textile factories. — No owner, occupier or manager or person for the time being in charge of a textile factory shall permit the relative humidity in a weaving or spinning department in the textile factory under his control to exceed the following limits:

I. Dry Bulb Thermometer Readings. Degrees Fahr.	II. Wet Bulb Thermometer Readings. Degrees Fahr.	III. Percentage of Humidity.	I. Dry Bulb Thermometer Readings. Degrees Fahr.	II. Wet Bulb Thermometer Readings. Degrees Fahr.	III. Percentage of Humidity.
60	58	88	78	73.5	77
61	59	88	79	74.5	77.5
62	60	88	80	75.5	77.5
63	61	88	81	76	76
64	62	88	82	76.5	74
65	63	88	83	77.5	74
66	64	88	84	78	72
67	65	88	85	79	72
68	66	88	86	80	72
69	67	88	87	80.5	71
70	68	88	88	81.5	71
71	68.5	85.5	89	82.5	71
72	69	84	90	83	69
73	70	84	91	83.5	68
74	70.5	81.5	92	84.5	68
75	71.5	81.5	93	85.5	68
76	72	79	94	86	66
77	73	79	95	87	66

[*Acts, 1910, c. 543, § 4.*]

320. Water used for humidifying purposes. — Water used for humidifying purposes in a textile factory shall be taken either from a public supply of drinking water, or from some other source of pure water, or from a supply of water which, although in the opinion of the state board of [labor and industries] not suitable for drinking purposes, is sufficiently free from impurities as not to be dangerous to the health of employees when used for humidifying purposes; and all ducts for the introduction or distribution of humidified air shall be kept clean. [*Acts, 1910, c. 543, § 5.*]

321. Enforcement of preceding sections. — [Acts, 1910, c. 543, relative to regulating the humidity and temperature in textile factories] shall be enforced by the [inspectors of the state board of labor and industries] under the supervision of [said board]. Whoever fails to comply with the provisions contained herein after being requested so to do by [an inspector of the state board of labor and industries] shall be fined not more than fifty dollars for each offence. [*Acts, 1910, c. 543, § 6.*]

322. Certain sum may be expended. — To provide for the expenses necessary in carrying out the provisions of [the above] act, in connection with and in addition to the duties provided for by Acts, 1907, c. 537, there may be expended out of the

treasury of the commonwealth annually a sum not exceeding one thousand dollars in addition to the five thousand dollars provided for by [Acts, 1907, c. 537, § 7.] [Acts, 1910, c. 543, § 7.]

323. Purity of water used for humidifying purposes. — The water used for humidifying purposes by any person, firm or corporation operating a factory or workshop, shall be of such a degree of purity as not to give rise to any impure or foul odors, and shall be so used as not to be injurious to the health of persons employed in such factories or workshops. [Acts, 1908, c. 325, § 1.]

324. Penalty. — Any person, firm or corporation violating any provision of this act shall, upon conviction thereof, be punished by a fine of not less than ten nor more than one thousand dollars. [Acts, 1908, c. 325, § 2.]

325. Enforcement. — The [inspectors of the state board of labor and industries] shall, under the direction of [said board] enforce the provisions of this act. [Acts, 1908, c. 325, § 3.]

326. Protection from emery wheel dust. — Any person, firm or corporation operating a factory or workshop in which emery wheels or belts or buffing wheels or belts injurious to the health of employees are used shall provide such wheels and belts with a hood or hopper connected with suction pipes, and with fans or blowers, in accordance with the provisions hereinafter contained, which apparatus shall be so placed and operated as to protect any person using such wheel or belt from the particles or dust produced by its operation, and to convey the particles or dust either outside of the building or to some receptacle so placed as to receive and confine such particles or dust. [Acts, 1909, c. 514, § 86.]

327. Equipment of emery wheels. — Every such wheel shall be fitted with a sheet iron or cast iron hood or hopper of such form and so placed that the particles or dust produced by the operation of the wheel or of any belt connected therewith shall fall or will be thrown into such hood or hopper by centrifugal force; and the fans or blowers shall be of such size and shall be run at such speed as will produce a volume and velocity of air in the suction and discharge pipes sufficient effectually to convey all particles or dust from the hood or hopper through the suction pipes and so outside of the building or to a receptacle as aforesaid. The suction pipes and connections shall be suitable and efficacious, and such as shall be approved by [an inspector of the state board of labor and industries]. [Acts, 1909, c. 514, § 87.]

328. Application of two preceding sections. — The two preceding sections shall not apply to grinding machines upon which water is used at the point of grinding contact, nor to solid emery wheels used in saw mills or in planing mills or in other woodworking establishments, nor to any emery wheel six inches or less in diameter used in establishments where the principal business is not emery wheel grinding. [Acts, 1909, c. 514, § 88.]

329. Prosecution for violation. — [Inspectors of the state board of labor and industries], upon receipt of notice in writing, signed by any person having knowledge of the facts, that any factory or workshop as aforesaid is not provided with the apparatus prescribed in [Acts, 1909, c. 514, §§ 86, 87, see paragraphs 326, 327], shall visit and inspect such factory or workshop, and for that purpose they are authorized to enter any such factory or workshop during working hours; and if they ascertain, in the foregoing or in any other manner, that the owner, proprietor or manager thereof has failed to comply with the provisions of said sections, they shall make complaint to a court or judge having jurisdiction, and cause such owner, proprietor or manager

to be prosecuted; and it is made the duty of the district attorney to prosecute all cases arising under this section or sections eighty-six and eighty-seven of [the above] act. [See paragraphs 326 and 327.] [*Acts, 1909, c. 514, § 89.*]

330. Penalties. — Whoever fails to comply with any provision of the four preceding sections shall, for the first offence be punished by a fine of not less than twenty-five nor more than one hundred dollars, and, for a second offence he shall be punished by the fine aforesaid or by imprisonment in jail for not more than sixty days or by both such fine and imprisonment. [*Acts, 1909, c. 514, § 90.*]

LIGHTING.

331. Investigation of lighting of factories and workshops. — Upon the request of any member of the inspection department of the district police, or upon the request of any five employees in a factory or workshop, it shall be the duty of the state board of labor and industries established by Acts, 1912, c. 726 to investigate and ascertain whether or not such factory or workshop is adequately lighted. If said board shall be of the opinion, after such investigation, that the factory or workshop is not properly lighted, it shall notify the owner or the person in charge thereof and shall specify what changes should be made in order to light properly the factory or workshop, and the owner or lessee of such factory or workshop shall make the changes so specified as soon as it can be done by the exercise of reasonable diligence. [*Acts, 1913, c. 766, § 1.*]

332. Penalty. — Any owner or lessee of a factory or workshop who fails to comply with any order of the state board of labor and industries made under the provisions of [the preceding section], provided that such failure is not the result of causes beyond the control of the owner or lessee, shall be punished by a fine not exceeding five hundred dollars. [*Acts, 1913, c. 766, § 2.*]

333. Lighting of factories and workshops. — [The inspectors of the state board of labor and industries], or such other officers as the [said board] may from time to time appoint, shall, when obtaining information concerning the proper lighting of factories, workshops and other industrial establishments, make such investigation concerning the eye and vision in their relation to diseases of occupation, including injuries to the eyes of the employees, and to the pathological effects which are produced or promoted by the circumstances under which the various occupations are carried on, as, in the opinion of said board is practicable, and the board shall from time to time issue such printed matter containing suggestions to employers and employees for the protection of the eyes of the employees as it may deem advisable. [*Acts, 1911, c. 603, § 1.*]

334. Devices for preventing eye injuries to employees. — If it appears to an inspector . . . or other officer appointed by said board, that in any factory, workshop or other industrial establishment, from the nature of the work or of the machinery used in connection therewith, or of other circumstances, there is danger of injury to the eyes of employees engaged in such work, and that the danger of injury may be decreased or prevented by any mechanical device or other practicable means, he shall, if said board so directs, order in writing that such device or other means shall be provided therein; and it shall be the duty of the proprietors and managers of the factory, workshop or other industrial establishment to comply with the order. [*Acts, 1911, c. 603, § 2.*]

335. Penalty. — Any person, firm or corporation violating any provision of [the two preceding sections] shall be subject to a fine of not less than five nor more than two hundred dollars for every week during which such violation continues: *provided, however*, that a criminal prosecution for any violation hereof shall not be begun unless such person, firm or corporation shall, for a period of four weeks after the receipt of an order in writing from [an inspector of the state board of labor and industries] or other officer, as provided in the preceding section, neglect to comply therewith. [*Acts, 1911, c. 603, § 3.*]

TOILET FACILITIES.

336. Toilet facilities for factories, workshops, etc. — In every factory, workshop, manufacturing, mechanical, mercantile or other establishment, there shall be provided suitable, adequate and convenient water-closets and washing facilities, separate for each sex and plainly so designated, of such number, in such location and so constructed, lighted, ventilated, arranged and maintained as may be determined by such reasonable rules and regulations as the state board of labor and industries may adopt with reference thereto. No person shall be allowed to use a closet or privy which is provided for the use of persons of the opposite sex. If any such establishment is so located that a connection with a sewer system is, in the opinion of the said board, impossible or impracticable, it shall provide such suitable toilet and washing facilities as may be required by the said board. [*Acts, 1909, c. 514, § 79, as last am. by Acts, 1914, c. 726, § 1.*]

337. Occupant may recover expense of changes. — The owner, lessee or occupant of any premises which are used as described in the preceding section shall make the changes necessary to conform thereto. If such changes are made upon the order of [an inspector of the state board of labor and industries], by the occupant or lessee of the premises, he may, within thirty days after the completion thereof bring an action against any other person who has an interest in such premises, and may recover such proportion of the expense of making such changes as the court adjudges should justly and equitably be borne by the defendant. [*Acts, 1909, c. 514, § 80, as am. by Acts, 1910, c. 259, § 1.*]

338. Defective sanitary arrangements. — If it appears to [an inspector of the state board of labor and industries] that any act, neglect or fault in relation to any drain, water-closet, earth closet, privy, ashpit, water supply, nuisance or other matter in a factory or workshop included under the provisions of section seventy-nine, [as am. by Acts, 1914, c. 726], is punishable or remediable under the provisions of R. L., c. 75, or any other law relative to the preservation of the public health, but not under the provisions of [Acts, 1909, c. 514], he shall give notice in writing thereof to the board of health of the city or town in which such factory or workshop is situated, and such board of health shall thereupon inquire into the subject of the notice and enforce the laws relative thereto. [*Acts, 1909, c. 514, § 81.*]

339. Prerequisites to criminal prosecution. — A criminal prosecution shall not be instituted against a person for a violation of the provisions of [Acts of 1909, c. 514, §§ 79, 80, as am., see paragraphs 336, 337] until four weeks after notice in writing by [an inspector of the state board of labor and industries] of the changes necessary to be made to comply with the provisions of said sections has been sent by mail or delivered to such person, nor if such changes shall have been made in accordance with such notice. A notice shall be sufficient under the provisions of this section

if given to one member of a firm, or to the clerk, cashier, secretary, agent or any other officer who has charge of the business of a corporation, or to its attorney; and in case of a foreign corporation, to the officer who has the charge of such factory or workshop; and such officer shall be personally liable for the amount of any fine if a judgment against the corporation is returned unsatisfied. [*Acts, 1909, c. 514, § 82, as amended by Acts, 1910, c. 259, § 2.*]

340. Toilet rooms for foundries. — The proprietor of every foundry engaged in the casting of iron, brass, steel or other metal, and employing ten or more men, shall establish and maintain, except in cities or towns in which it would be impracticable by reason of the absence of public or private sewerage or of any running water system, a toilet room of suitable size and condition for the men to change their clothes therein, and provided with wash bowls, sinks or other suitable set appliances connected with running hot and cold water, and also a water closet connected with running water and separated from the said toilet room. The said water closet and toilet room shall be connected directly with the foundry building, properly heated, ventilated and protected, so far as may be reasonably practicable, from the dust of the foundry. Whoever fails to comply with the provisions of this section, after being requested so to do by [an inspector of the state board of labor and industries], shall be punished by a fine of not more than fifty dollars for each offence. [*Acts, 1909, c. 514, § 102.*]

341. Penalty. — Whoever wilfully destroys, defaces, injures or defiles any toilet appliances provided in any place of employment shall be punished by a fine of not more than fifty dollars. [*Acts, 1914, c. 164.*]

342. Drinking water to be provided for employees. — All manufacturing establishments within this commonwealth shall provide fresh and pure drinking water to which their employees shall have access during working hours. Any person, firm, association or corporation owning, in whole or in part, managing, controlling or superintending any manufacturing establishment in which the provisions of this section are violated shall, upon complaint of the [inspector of the state board of labor and industries], of the board of health of the city or town, or of the selectmen of the town in which the establishment is located be punished by a fine of one hundred dollars for each offence. [*Acts, 1909, c. 514, § 78.*]

TENEMENT HOUSE WORKROOMS.

343. Regulations governing clothing manufacture in dwellings. — A room or apartment in a tenement or dwelling house shall not be used for the purpose of making, altering, repairing or finishing therein coats, vests, trousers or wearing apparel of any description, except by the members of the family dwelling therein; and a family which desires to make, alter, repair or finish coats, vests, trousers or wearing apparel of any description in a room or apartment in a tenement or dwelling house shall first procure a license therefor from [the state board of labor and industries], which shall be approved by the [board above stated]. A license may be applied for by, and issued to, any member of a family which desires to do such work. No person, partnership or corporation shall hire, employ or contract with a member of a family which does not hold a license therefor to make, alter, repair or finish garments or articles of wearing apparel as aforesaid, in any room or apartment in a tenement or dwelling house as aforesaid. . . . [*Acts, 1909, c. 514, § 106.*]

344. Rooms subject to inspection. — . . . Every room or apartment in which garments or articles of wearing apparel are made, altered, repaired or finished shall be kept in a cleanly condition and shall be subject to the inspection and examination of the inspectors [of the state board of labor and industries] for the purpose of ascertaining whether said room or apartment or said garments or articles of wearing apparel or any parts thereof are clean and free from vermin and from infectious or contagious matter. . . . [Acts, 1909, c. 514, § 106.]

345. Places exempt from provisions of this law. — . . . A room or apartment in a tenement or dwelling house which is not used for living or sleeping purposes, and which is not connected with a room or apartment used for living or sleeping purposes and which has a separate and distinct entrance from the outside shall not be subject to the provisions of [Acts, 1909, c. 514, § 106, concerning manufacture of clothing in dwellings], nor shall the provisions of this section prevent the employment of a tailor or seamstress by any person or family for the making of wearing apparel for the use of such person or family. Every person, firm or corporation hiring, employing or contracting with a member of a family holding a license under this section for the making, altering, repairing or finishing of garments or wearing apparel to be done outside the premises of such person, firm or corporation, shall keep a register of the names and addresses plainly written in English of the persons so hired, employed or contracted with, and shall forward a copy of such register once a month to the [state board of labor and industries]. [Acts, 1909, c. 514, § 106.]

346. Infectious disease, evidence of, to be reported. — If an inspector finds evidence of infectious or contagious disease or of vermin present in a workshop or in a room or apartment in a tenement or dwelling house in which garments or articles of wearing apparel are made, altered or repaired, or in goods manufactured or in process of manufacture therein, he shall report the same to the state board of [labor and industries], who shall then notify the local board of health to examine said workshop, room or apartment and the materials used therein; and if the board of health finds that said workshop or tenement or dwelling house is in an unhealthy condition, and that the clothing and materials used therein are unfit for use, it shall issue such orders as the public safety may require. [Acts, 1909, c. 514, § 107.]

347. Tenement-made clothing to be tagged. — Whoever sells or exposes for sale coats, vests, trousers or wearing apparel of any description which have been made in a tenement or dwelling house in which the family dwelling therein has not procured a license, as required by [Acts, 1909, c. 514, § 106], shall have affixed to each of said garments a tag or label not less than two inches in length and one inch in width, upon which shall be legibly printed or written the words "tenement-made" and the name of the state and the city or town in which the garment was made. [Acts, 1909, c. 514, § 108.]

348. Such clothing not to be sold without tags or labels. — No person shall sell or expose for sale any of said garments without a tag or label as aforesaid affixed thereto, nor wilfully remove, alter or destroy such tag or label upon any of said garments when exposed for sale, nor sell or expose for sale any of said garments with a false or fraudulent label affixed thereto. [Acts, 1909, c. 514, § 109.]

349. Clothing shipped from other states. — If it is reported to said inspector or to the state board of [labor and industries] that ready-made coats, vests, trousers, overcoats or other garments are being shipped to this commonwealth, having been manufactured under unhealthy conditions, said inspector shall examine said goods

and the condition of their manufacture, and if they are found to contain vermin or to have been made in improper places or under unhealthy conditions, he shall so report to the state board of [labor and industries], which shall thereupon make such orders as the public safety may require. [*Acts, 1909, c. 514, § 110.*]

350. Penalties. — Whoever violates any of the provisions of the . . . preceding sections [concerning clothing made in tenements] shall be punished by a fine of not less than fifty nor more than five hundred dollars. [*Acts, 1909, c. 514, § 111.*]

BAKERIES.

351. Sanitation of bakeries. — All buildings which are occupied as biscuit, bread or cake bakeries shall be properly drained and plumbed. They shall be provided with a proper wash room and water-closets, having ventilation apart from the bake room or rooms where food products are manufactured; and no water-closet, earth closet, privy or ash pit shall be within or communicate directly with the bake room of any bakery. [*R. L., c. 75, § 28.*]

352. Construction of bake rooms. — Every room which is used for the manufacture of flour or meal food products shall, if required by the [local] board of health, have an impermeable floor constructed of cement or of tiles laid in cement, and an additional floor of wood properly saturated with linseed oil. The walls and ceiling of such rooms shall be plastered or wainscoted, and, if required by the board of health, shall be whitewashed at least once in three months. The furniture and utensils therein shall be so arranged that they and the floor may at all times be kept clean and in good sanitary condition. [*R. L., c. 75, § 29.*]

353. Sleeping places regulated. — The sleeping places for persons who are employed in a bakery shall be separate from the rooms in which flour or meal food products are manufactured or stored. [*R. L., c. 75, § 30.*]

354. Floors of bakeries to be kept clean. — The manufactured flour or meal food products shall be kept in perfectly dry and airy rooms, so arranged that the floors, shelves and all other facilities for storing the same can be easily and perfectly cleaned. [*R. L., c. 75, § 31.*]

355. Alterations of premises. — The owner, agent or lessee of any property affected by the provisions of [*R. L., c. 75, §§ 28, 29, see paragraphs 351, 352*] shall, within sixty days after service of notice requiring any alterations to be made in such property, comply therewith. Such notice shall be in writing, and may be served upon such owner, agent or lessee personally or by mail directed to his last known address. [*R. L., c. 75, § 32.*]

356. Penalties. — Whoever violates the provisions of the . . . preceding sections, [relating to regulation, etc., of bakeries] or refuses to comply with any requirement of the board of health authorized therein, shall, for the first offence, be punished by a fine of not less than twenty nor more than fifty dollars; for the second offence, by a fine not less than fifty nor more than one hundred dollars or by imprisonment for not more than ten days; for the third offence, by a fine of not less than two hundred and fifty dollars or by imprisonment for not more than thirty days or by both such fine and imprisonment. [*R. L., c. 75, § 33.*]

357. Board of health to make regulations concerning bakeries, etc. — The board of health of a city or town may make such further regulations as the public health may require, and shall cause such regulations, together with the . . . preceding sections [relating to regulation, etc., of bakeries], to be printed and posted in all such bakeries and places of business. [*R. L., c. 75, § 34, as am. by Acts, 1902, c. 403.*]

WOMEN AND CHILDREN.

(See also under Industrial Safety and Sanitation. Only those acts which refer specifically to women and children have been included under the above heading. For acts not so limited in scope see Table of Contents.)

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APPRENTICE LAWS.

358. Minors may be bound as apprentices or servants. — A child under the age of fourteen years may be bound as an apprentice or servant until that age; and a minor above said age may be bound as an apprentice or servant, a female to the age of eighteen years or to the time of her marriage within that age, and a male to the age of twenty-one years. [*R. L., c. 155, § 1.*]

359. When under fourteen years. — A child under the age of fourteen years may be bound by the father, or, in case of his death or incompetency, by the mother or legal guardian. If illegitimate, he or she may be bound by the mother during the lifetime of the putative father as well as after his decease. If such children have no parent competent to act and no guardian, they may, with the approval of the selectmen of the town in which they reside, bind themselves. The power of a mother to bind her children shall cease upon her subsequent marriage and shall not be exercised by herself or by her husband during the continuance of such marriage. [*R. L., c. 155, § 2.*]

360. When above fourteen. — A minor above the age of fourteen years may be bound in the same manner, but, if bound by his parent or guardian, the indenture shall recite his consent and shall be signed by him. [*R. L., c. 155, § 3.*]

361. Certain minors may be bound by overseers of the poor. — A minor child who is, or either of whose parents is, chargeable to a town as having a lawful settlement therein or supported there at the expense of the commonwealth may, whether under or above the age of fourteen years, be so bound by the overseers of the poor, a female to the age of eighteen years or to the time of her marriage within that age, and a male to the age of twenty-one years; and provision shall be made in the contract for teaching such minor reading, writing and arithmetic, and for such other instruction, benefit and allowance, either within or at the end of the term, as the overseers may require. [*R. L., c. 155, § 4.*]

362. Indenture to be made. — A minor shall not be bound as an apprentice or servant except by an indenture of two parts sealed and delivered by both parties; and if a minor is bound with the approval of the selectmen, they shall certify such approval in writing upon each part of the indenture. [*R. L., c. 155, § 5.*]

363. One part of indenture to be kept for minor. — One part of the indenture shall be kept for the use of the minor by the parent or guardian who executes it, and, if made with the approval of the selectmen or by the overseers of the poor, shall be deposited with the town clerk for the use of the minor. [*R. L., c. 155, § 6.*]

364. Money, etc., paid by master to be for use of apprentice. — All considerations of money or other things paid or allowed by the master upon a contract of service or apprenticeship made in pursuance of this chapter shall be paid or secured to the sole use of the minor who is bound thereby. [*R. L., c. 155, § 7.*]

365. Bonds to be given. — No minor shall be bound as an apprentice or servant unless his parent or guardian or a responsible person in his behalf gives a bond in the sum of two hundred dollars to the master, with condition that the minor shall serve him for the full term of his apprenticeship or service, and that the master shall be held harmless for any loss or damage from the breach of such condition; but if the parents are unable to give such bond a bond in such sum as may be agreed upon by and between the master and the parents or guardian of such child may be given. The master shall also give bond to the minor in a like sum, with condition that the master shall comply with the conditions of the indenture, shall not be guilty of any misconduct towards the apprentice or servant and shall hold the apprentice or servant harmless from any loss or damage by reason of any failure on his part to comply with the terms of the indenture. If minors are bound by state, town or municipal authorities or authorized agents, the bond required to be given to the master may be waived by the parties. [*R. L., c. 155, § 8.*]

366. Bond given by master, how kept. — The bond given by the master shall be kept for the use of the minor by his parent or guardian; and if there is no parent or guardian, it shall be deposited with the clerk of the town in which the master resides for the use of the minor. [*R. L., c. 155, § 9.*]

367. Parents, selectmen, etc., to inquire into treatment of children. — Parents, guardians, selectmen and overseers shall inquire into the treatment of all children bound by them or with their approval, or by their predecessors in office or with their approval, and shall defend all such children from cruelty, neglect or breach of contract on the part of their masters. [*R. L., c. 155, § 10.*]

368. Complaint for misconduct of master or servant to probate court, etc. — Complaints by parents, guardians, selectmen or overseers for misconduct or neglect of the master, and by the master for gross misbehavior of the apprentice or servant or his refusal or wilful neglect to do his duty may be filed in the probate court in the county in which the master resides and shall state the facts and circumstances of the case. The court shall order notice to the adverse party, and, if the complaint is made by the master, to all persons who have covenanted in behalf of the apprentice or servant and to the selectmen who approved the indenture or to their successors in office, and it shall have jurisdiction in equity to hear and determine such complaint. It may enter a decree that the minor be discharged from his apprenticeship or service, or that the master be discharged from his contract. A minor who has been so discharged may be bound out anew. [*R. L., c. 155, § 11.*]

369. Court may award costs. — Costs may be awarded to the prevailing party, and execution issued therefor; but no costs shall be awarded against selectmen or overseers, unless it appears that the complaint was made without just and reasonable cause. Costs in favor of the master may be recovered of the parent or guardian who executed the indenture, or, if there is no parent or guardian liable therefor, such costs may be recovered in an action against the minor when he arrives at full age. [*R. L., c. 155, § 12.*]

370. Damages recovered from master in action on indenture. — All dam-

ages recovered from a master in an action on the indenture for the breach of a covenant on his part shall, after deducting the necessary charges in prosecuting such action, be the property of the minor and may be applied and appropriated to his use by the person who recovers the same, and the residue shall be paid to the minor, if a male, at the age of twenty-one years, or, if a female, at the age of eighteen years or at the time of her marriage within that age. [*R. L., c. 155, § 13.*]

371. By whom such action may be brought. — Such action may be brought by the parent of the minor or his executor or administrator, by the guardian of the minor or his successor or by the overseers of the poor or their successors; or it may be brought in the name of the minor by his guardian or next friend, as the case may require, or by himself after the expiration of the term of apprenticeship or service. [*R. L., c. 155, § 14.*]

372. Proceedings, if action is brought by overseers. — If the action is brought by the overseers, it shall not abate by the death of any of them, or by their being succeeded in office, but shall proceed in the names of the original plaintiffs or of the survivor of them, or of the executor or administrator of the survivor; and the money recovered in such action shall be deposited in the city or town treasury, to be applied and disposed of as provided in section thirteen. [*R. L., c. 155, § 15.*]

373. Limitation of action by apprentice. — No such action shall be maintained, unless commenced during the term of apprenticeship or service or within two years after its expiration. [*R. L., c. 155, § 16.*]

374. Discharge of apprentice by court. — If judgment in such action is rendered for the plaintiff, the court may, upon his motion, discharge the minor from his apprenticeship or service, if it has not already been done as before provided, and the minor may be bound out anew. [*R. L., c. 155, § 17.*]

375. Discharge of apprentice by death of master. — No indenture of apprenticeship or of service made in pursuance of this chapter shall bind the minor after the death of his master, but the apprenticeship or service shall be thereby discharged, and the minor may be bound out anew. [*R. L., c. 155, § 18.*]

376. Chapter to apply to mistresses. — The foregoing provisions of this chapter shall apply as well to mistresses as to masters. [*R. L., c. 155, § 19.*]

377. Performance, in cities, of duties mentioned in this chapter. — The provisions of this chapter relative to the selectmen or overseers of the poor of a town shall apply to the mayor and aldermen and overseers of the poor of a city or to such other officers as have charge of the poor therein. [*R. L., c. 155, § 20.*]

SCHOOL ATTENDANCE AND ATTENDANCE OFFICERS.

378. Compulsory school attendance. — Every child between seven and fourteen years of age, every child under sixteen years of age who does not possess such ability to read, write and spell in the English language as is required for the completion of the fourth grade of the public schools of the city or town in which he resides, and every child under sixteen years of age who has not received an employment certificate as provided in this act and is not engaged in some regular employment or business for at least six hours per day or has not the written permission of the superintendent of schools of the city or town in which he resides to engage in profitable employment at home, shall attend a public day school in said city or town or some other day school

approved by the school committee, during the entire time the public schools are in session, subject to such exceptions as are provided for in R. L., c. 44, §§ 4, 5, 6, R. L., c. 42, § 3, as am. by Acts, 1902, c. 433, Acts, 1911, c. 537 and [Acts, 1913, c. 779]; but such attendance shall not be required of a child whose physical or mental condition is such as to render attendance inexpedient or impracticable, or who is being otherwise instructed in a manner approved in advance by the superintendent of schools or the school committee. The superintendent of schools, or teachers in so far as authorized by said superintendent or by the school committee, may excuse cases of necessary absence for other causes not exceeding five day sessions or ten half-day sessions in any period of six months. For the purposes of this section, school committees shall approve a private school only when the instruction in all the studies required by law is in the English language, and when they are satisfied that such instruction equals in thoroughness and efficiency, and in the progress made therein, the instruction in the public schools in the same city or town; but they shall not refuse to approve a private school on account of the religious teaching therein. [*R. L., c. 44, § 1, as last am. by Acts, 1913, c. 779, § 1.*]

379. Obligations of parents and guardians. — Every person having under his control a child as described in section one shall cause him to attend school as therein required, and, if he fails for five day sessions or ten half-day sessions within any period of six months while such control obtains, to cause such child so to attend school, he shall, upon complaint by an attendance officer and conviction thereof, be punished by a fine of not more than twenty dollars, and no physical or mental condition which is capable of correction, or which renders the child a fit subject for special instruction at public charge in institutions other than public day schools, shall avail as defence under the provisions of this or the preceding section, unless it shall be made to appear that the defendant has employed all reasonable measures for the correction of the condition and the suitable instruction of the child. . . . [*R. L., c. 44, § 2, as am. by Acts, 1913, c. 779, § 2.*]

380. Penalty. — . . . Whoever induces or attempts to induce a child to absent himself unlawfully from school, or employs or harbors a child while school is in session, shall be punished by a fine of not less than ten nor more than fifty dollars. [*R. L., c. 44, § 2, as am. by Acts, 1913, c. 779, § 2.*]

381. Right of child to education. — Every child shall have a right to attend the public schools of the city or town where he actually resides, subject to the provisions of section four of this chapter, and to such reasonable regulations as to numbers and qualifications of pupils to be admitted to the respective schools and as to other school matters as the school committee shall from time to time prescribe. No child shall be excluded from a public school of any city or town on account of race, color or religion. [*R. L., c. 44, § 3, as last am. by Acts, 1913, c. 779, § 3.*]

382. School committees to provide for school attendance. — It shall be the duty of the school committee of each city or town to provide for the attendance of all children of school age resident therein and to enforce the same under the provisions of section one of [R. L., c. 44]. But if a child who is required by the provisions of said section one to attend school resides temporarily in a city or town other than that of the legal residence of his parent or guardian for the especial purpose of attending school there in preference to the place of such legal residence, the said city or town may, for the tuition of such child during the period of such attendance, recover from the parent or guardian, whether he resides within or without the commonwealth, a

sum equal to the average expense per pupil of such school for that period, unless under the provisions of R. L., c. 42, § 3, as amended by Acts, 1902, c. 433, and by Acts, 1911, c. 537, or by R. L., c. 44, § 5, such tuition is recoverable from the city or town in which the parent or guardian resides. [*R. L., c. 44, § 4, as last am. by Acts, 1913, c. 779, § 4.*]

383. Child may attend school in other municipality. — . . . A child who is not required by the provisions of section one of [R. L., c. 44] to attend school may, in the discretion of the school committee, be required as a condition of admission to a school in a city or town other than that in which his parent or guardian has a legal residence, to pay as tuition a sum equal to the average expense per pupil in the school which such child seeks to enter, the same to be paid annually, semi-annually or at other periods in advance as the school committee may determine. . . . [*R. L., c. 44, § 4, as last am. by Acts, 1913, c. 779, § 4.*]

384. Commonwealth to pay tuition. — . . . For the tuition in the public schools in any city or town of any child between the ages of five and fifteen years who shall be placed elsewhere than in his own home by the state board of charity, or by the trustees of the Massachusetts training schools, or kept under the control of either of said boards in such city or town, the commonwealth shall pay to said city or town, and for such tuition of any such child so placed by the trustees for children of the city of Boston, or so kept under the control of said trustees, the city of Boston from its appropriation for school purposes, shall pay to said city or town fifty cents for each week of five days, or major part thereof, of attendance of every such child in the public schools, or, if the school committee of said city or town so desires, an amount equal to the average expense for each pupil of such school during the preceding year, for a period equal to the time during which the child so attends. . . . [*R. L., c. 44, § 4, as last am. by Acts, 1913, c. 779, § 4.*]

385. Habitual truants. — A child between seven and sixteen years of age who wilfully and habitually absents himself from school contrary to the provisions of R. L., c. 44, § 1, as amended, shall be deemed to be an habitual truant, and, unless placed on probation as provided in [R. L., c. 46, § 7], may, upon complaint by an attendance officer and conviction thereof, be committed to a county training school. [*R. L., c. 46, § 3, as last am. by Acts, 1913, c. 779, § 6.*]

386. Habitual absentees. — A child between seven and sixteen years of age who may be found wandering about in the streets or public places of any city or town, having no lawful occupation, habitually not attending school and growing up in idleness and ignorance, shall be deemed to be an habitual absentee, and, unless placed on probation as provided in [R. L., c. 46, § 7] may, upon complaint by an attendance officer or any other person, and conviction thereof, be committed to a county training school. [*R. L., c. 46, § 4, as last am. by Acts, 1913, c. 779, § 7.*]

387. Habitual school offenders. — A child under sixteen years of age who persistently violates the reasonable regulations of the school which he attends, or otherwise persistently misbehaves therein, so as to render himself a fit subject for exclusion therefrom, shall be deemed to be an habitual school offender, and, unless placed on probation as provided in [R. L., c. 46, § 7], may, upon complaint by an attendance officer and conviction thereof, be committed to a county training school. [*R. L., c. 46, § 5, as last am. by Acts, 1913, c. 779, § 8.*]

388. Industrial schools excepted. — Nothing in this act shall be construed to prevent children of any age from receiving manual training or industrial education in,

or in connection with, any school in this commonwealth: *provided*, that the same has been duly approved by the local school committee or by the board of education. [Acts, 1913, c. 779, § 24.]

389. Maintenance of public evening schools. — Any town may, and every city or town in which there are issued during the year from September first to August thirty-first certificates authorizing the employment of twenty or more persons who do not possess the educational qualifications enumerated in [paragraph 378], shall maintain during the following school year an evening school or schools for the instruction of persons over fourteen years of age in orthography, reading, writing, the English language and grammar, geography, arithmetic, industrial drawing, both free hand and mechanical, the history of the United States, physiology and hygiene and good behavior. Such other subjects may be taught in such schools as the school committee considers expedient. [R. L., c. 42, § 11, as am. by Acts, 1914, c. 590.]

390. Compulsory attendance of certain illiterate minors at evening schools. — Every illiterate minor between sixteen and twenty-one years of age shall attend some public evening school in the city or town in which he resides for the whole time during which the public evening schools are in session: *provided*, that such city or town maintains a public evening school. Attendance at a public day school, or at a private school approved for the purpose by the school committee, shall exempt such minor from attending a public evening school. This act shall not affect any existing laws regarding the compulsory school attendance of illiterate minors or their employment, but shall be in addition to such laws. [Acts, 1913, c. 467, § 1.]

391. Penalty upon minor. — The illiterate minor who wilfully violates any provision of [the preceding section] shall be punished by a fine of not less than five dollars. [Acts, 1913, c. 467, § 2.]

392. Penalty upon person in control of minor. — Every person having under his control an illiterate minor between sixteen and twenty-one years of age shall cause him to attend a public evening school as hereby required; and if such person fails for six sessions within a period of one month to cause the minor so to attend school, unless the minor's physical or mental condition is such as to render his attendance at school harmful or impracticable, such person shall, upon complaint by a truant officer and conviction thereof, be punished by a fine of not more than twenty dollars. [Acts, 1913, c. 467, § 3.]

393. Penalty for unlawfully employing minor. — Whoever induces or attempts to induce such minor to absent himself unlawfully from school, or employs such a minor except as is provided by law, or harbors such a minor who, while school is in session, is absent unlawfully therefrom, shall be punished by a fine of not more than fifty dollars. [Acts, 1913, c. 467, § 4.]

394. Attendance of certain minors at continuation schools and courses of instruction. — When the school committee of any city or town shall have established continuation schools or courses of instruction for the education of minors between fourteen and sixteen years of age who are regularly employed in such city or town not less than six hours per day, such school committee may, with the consent of the board of education, require the attendance in such continuation schools or on such courses of instruction of every such minor thereafter receiving an employment certificate and who is not otherwise receiving instruction approved by the school committee as equivalent to that provided in schools established under the provisions of this act. The required attendance provided for in this act shall be at the rate of not less than four

hours per week and shall be between the hours of eight o'clock in the morning and six o'clock in the afternoon of any working day or days. The time spent by a child in a continuation school or class shall be reckoned as a part of the time or number of hours that minors are permitted by law to work. [*Acts, 1913, c. 805, § 1.*]

395. Approved continuation schools. — Continuation schools or courses of instruction as provided in [*Acts, 1913, c. 805, § 1*], shall, so long as they are approved by the board of education as to organization, control, location, equipment, courses of study, qualification of teachers, methods of instruction, conditions of admission, employment of pupils and expenditure of the money, constitute approved continuation schools or courses of instruction. Cities and towns maintaining such approved continuation schools or courses of instruction shall receive reimbursement from the commonwealth, as provided in [the following paragraph]. [*Acts, 1913, c. 805, § 2.*]

396. Maintenance. — The commonwealth, in order to aid in the maintenance of approved continuation schools or courses, shall as provided in this act pay annually from the treasury to cities and towns maintaining such schools or courses an amount equal to one half of the sum to be known as the net maintenance sum. Such net maintenance sum shall consist of the total sum raised by local taxation and expended for the maintenance of such a school, less the amount, for the same period, of tuition claims paid or unpaid and receipts from the work of pupils or the sale of products. [*Acts, 1913, c. 805, § 3.*]

397. Attendance of resident minors employed in another city or town. — When the school committee of any city or town shall have established a continuation school or courses of instruction as provided in section one of [*Acts, 1913, c. 805*], the said school committee may require the attendance, as provided in section one of [the above] act, in such continuation school or on such courses of instruction of all minors between fourteen and sixteen years of age residing in said city or town who are regularly employed in another city or town: *provided*, that the city or town in which such minors are employed does not maintain and require attendance at a continuation school or courses of instruction as defined in section one of [the above] act. [*Acts, 1913, c. 805, § 4.*]

398. Same subject; report of attendance to be filed, etc. — Any minor between fourteen and sixteen years of age who is regularly employed in a city or town other than that in which the said minor resides may attend a continuation school or courses of instruction, as provided in [*Acts, 1913, c. 805, § 1*], in the city or town in which such minor resides. Any minor attending a continuation school or courses of instruction, as hereinbefore described, in the city or town of his residence in preference to attending such school or courses of instruction in the city or town of his employment, shall file or cause to be filed regularly, at least once a month, with the superintendent, or his representative duly authorized in writing, of the city or town in which such minor is employed, a report of attendance certified by the superintendent, or his representative duly authorized in writing, of the city or town in which such minor is attending school: *provided, however*, that the filing of such certified report of attendance with the superintendent of a city or town in which attendance at continuation schools or courses of instruction as defined in section one of [the above] act is not compulsory shall not be required. [*Acts, 1913, c. 805, § 5.*]

399. Employment of minor shall cease in case of non-attendance; penalty. — The employer of any minor between fourteen and sixteen years of age who is compelled by the provisions and regulations either of the school committee in the city or

town in which such minor resides or of the school committee in the city or town in which such minor is employed to attend a continuation school or courses of instruction as defined in [Acts, 1913, c. 805, § 1], shall cease forthwith to employ such minor when notified in writing by the superintendent or his representative duly authorized in writing, having jurisdiction over such minor's school attendance, that such minor is not attending school in accordance with the compulsory attendance regulations as defined in section one of [the above] act. Any employer who fails to comply with the provisions of this section shall be punished by a fine of not less than ten nor more than one hundred dollars for each offence. [*Acts, 1913, c. 805, § 6.*]

400. Certificates may be revoked for non-attendance. — The superintendent of schools having jurisdiction, or a person authorized by him in writing, may revoke the age and schooling or employment certificate of any minor who is required by the provisions of [Acts, 1913, c. 805] to attend a continuation school or courses, if such minor fails to attend such school or courses as provided by [the above] act. [*Acts, 1913, c. 805, § 7.*]

401. Penalties upon parents, guardians, etc. — Any parent, guardian or custodian having a minor under his control, who compels or permits such minor to work in violation of any provision of [Acts, 1913, c. 831], or who knowingly certifies to any materially false statement for the purpose of obtaining the illegal employment of such minor, shall be deemed guilty of a misdemeanor, and, upon conviction, shall for the first offence be punished by a fine of not less than two dollars nor more than ten dollars, or by imprisonment for not more than five days, or by both such fine and imprisonment; and for a second or subsequent offence he shall be punished by a fine of not less than five dollars nor more than twenty-five dollars, or by imprisonment for not more than ten days, or by both such fine and imprisonment. [*Acts, 1913, c. 831, § 23.*]

402. Truant officers to be hereafter known as attendance officers. — The officers hitherto known as truant officers shall hereafter be known as attendance officers, and all laws now or hereafter in force relative to truant officers shall apply to attendance officers. [See paragraph 446.] [*Acts, 1913, c. 779, § 13.*]

403. Attendance officers may visit factories, workshops, etc. — Attendance officers may visit the factories, workshops, manufacturing, mechanical and mercantile establishments, theatres, and places of public exhibition in their several cities and towns and ascertain whether any children are employed therein contrary to the provisions of [Acts, 1913, c. 779] and shall report in writing any cases of such illegal employment to the superintendent of schools or the school committee and to the state board of labor and industries or its authorized officers or agents. . . . [*Acts, 1909, c. 514, § 62, as am. by Acts, 1913, c. 779, § 20.*]

404. Arrest by attendance officers of minors unlawfully employed. — An attendance officer shall apprehend and take to school, without a warrant, any child under the age of twenty-one years who is employed in any factory, workshop, manufacturing, mechanical or mercantile establishment in violation of the provisions of [Acts, 1909, c. 514, as since amended], or who is employed in any theatre or place of public exhibition contrary to the provisions of [Acts, 1909, c. 514, as since amended], and such attendance officer shall forthwith report to the police, district or municipal court or trial justice within whose judicial district the illegal employment occurs, the evidence in his possession relating to the illegal employment of any child so apprehended, and shall make complaint against whomever the court or trial justice may direct. An attendance officer who knowingly and wilfully violates any provision of

this section may be punished by a fine of not more than one hundred dollars for each offence. [*Acts, 1909, c. 514, § 63, as am. by Acts, 1913, c. 779, § 21.*]

405. Appointment of school physicians, etc. — The school committee of every city and town in the commonwealth shall appoint one or more school physicians, shall assign one to each public school within its city or town, and shall provide them with all proper facilities for the performance of their duties as prescribed by [*Acts, 1906, c. 502, as am. by Acts, 1910, c. 257*]; and shall assign one or more to perform the duty of examining children who apply for health certificates in accordance with this act: *provided, however*, that in cities wherein the board of health is already maintaining or shall hereafter maintain substantially such medical inspection as this act requires, the board of health shall appoint and assign the school physician. [*Acts, 1906, c. 502, § 1, as am. by Acts, 1910, c. 257, § 1.*]

406. Examination and diagnosis of children to be made. — Every school physician shall make a prompt examination and diagnosis of all children referred to him as [provided in this act], and such further examination of teachers, janitors and school buildings as in his opinion the protection of the health of the pupils may require. Every school physician who is assigned to perform the duty of examining children who apply for health certificates shall make a prompt examination of every child who wishes to obtain an age and schooling certificate, as provided in *Acts, 1909, c. 514, § 60*, and who presents to said physician an employment ticket, as provided in said section, and the physician shall certify in writing whether or not in his opinion such child is in sufficiently sound health and physically able to perform the work which the child intends to do. [*Acts, 1906, c. 502, § 2, as am. by Acts, 1910, c. 257, § 2.*]

407. Act construed. — Nothing in [*Acts, 1913, c. 831*] shall be construed to apply to the juvenile reformatories, other than the Massachusetts reformatory, or to prevent minors of any age from receiving manual training or industrial education in or in connection with any school in this commonwealth which has duly been approved by the school committee or by the board of education. [*Acts, 1913, c. 831, § 27.*]

EMPLOYMENT OF WOMEN AND CHILDREN.

408. Definitions of words and phrases. — The following words and phrases as used in all laws relative to the employment of labor shall, unless a different meaning is plainly required by the context, have the following meanings: —

“Bleaching works” shall mean any premises in which the process of bleaching yarn or cloth of any material is carried on.

“Child” or “Minor” shall mean a person under eighteen years of age, [except that in regard to the compulsory attendance of illiterate minors at day or evening schools, the word “Minor” shall mean a person under the age of twenty-one years].

“Dyeing works” shall mean any premises in which the process of dyeing yarn or cloth of any material is carried on.

“Factory” shall mean any premises where steam, water or other mechanical power is used in aid of any manufacturing process there carried on.

“Glass works” shall mean any premises in which the manufacture of glass is carried on.

“Iron works” shall mean a mill, forge or other premises in or upon which any process is carried on for converting iron into malleable iron, steel or tin plate, or for otherwise making or converting steel.

"Letter press establishments" shall mean any premises in which the process of letter press printing is carried on.

"Manufacturing establishments" shall mean any premises, room or place used for the purpose of making, altering, repairing, ornamenting, finishing or adapting for sale any article or part of an article.

"Mechanical establishments" shall mean any premises, other than a factory as above defined, in which machinery is employed in connection with any work or process carried on therein.

"Mercantile establishments" shall mean any premises used for the purposes of trade in the purchase or sale of any goods or merchandise, and any premises used for the purposes of a restaurant or for publicly providing and serving meals. [See exceptions, paragraph 1383.]

"Paper mills" shall mean any premises in which the manufacture of paper is carried on.

"Person" shall mean an individual, corporation, partnership, company or association.

"Print works" shall mean any premises in which is carried on the process of printing figures, patterns or designs upon cotton, linen, woollen, worsted or silken yarn or cloth, or upon any woven or felted fabric which is not paper.

"Woman" shall mean a woman eighteen years of age or over.

"Workshop" shall mean any premises, room or place, which is not a factory as above defined, wherein manual labor is exercised by way of trade or for purposes of gain in or incidental to a process of making, altering, repairing, ornamenting, finishing or adapting for sale any article or part of an article, and to which or over which premises, room or place the employer of the persons working therein has the right of access or control; but the exercise of such manual labor in a private house or private room by the family dwelling therein or by any of them or if a majority of the persons therein employed are members of such family, shall not of itself constitute such house or room a workshop within this definition.

"Young person" shall mean a person of the age of fourteen years and under the age of eighteen years. [*Acts, 1909, c. 514, § 17, as last am. by Acts, 1912, c. 191.*]

409. Penalty for sending a female to a place of questionable repute. — Whoever knowingly procures, entices, sends, or aids or abets in procuring, enticing, or sending a woman or girl to practice prostitution or to enter as an inmate or a servant, a house of ill fame or other place resorted to for the purpose of prostitution, whether within or without the state, shall for each offence be punished by a fine of not less than one hundred nor more than five hundred dollars, or by imprisonment for not less than three months nor more than two years. Whoever as proprietor or keeper of an intelligence or employment office, either personally or through an agent or employee, procures or sends a woman or girl to enter as aforesaid a house of ill fame or other place resorted to for the purpose of prostitution, the character of which on reasonable inquiry could have been ascertained by him, shall for each offence be punished by a fine of not less than fifty nor more than two hundred dollars. [*R. L., c. 212, § 8, as am. by Acts, 1910, c. 424, § 3.*]

410. Employment certificate for minors between 14 and 16 years of age. — No child between fourteen and sixteen years of age shall be employed or be permitted

to work in, about or in connection with any factory, workshop, manufacturing, mechanical or mercantile establishment unless the person, firm or corporation employing such child procures and keeps on file accessible to the attendance officers of the city or town, to agents of the board of education, and to the state board of labor and industries or its authorized agents or inspectors, the employment certificate as hereinafter provided issued to such child, and keeps a complete list of the names and ages of all such children employed therein conspicuously posted near the principal entrance of the building in which such children are employed: *provided, however*, that children who are over fourteen but under sixteen years of age shall be permitted to work in mercantile establishments on Saturdays between the hours of seven in the morning and six in the evening, without such certificate. On termination of the employment of a child whose employment certificate is on file, said certificate shall be returned by the employer within two days after said termination to the office of the superintendent of schools from which it was issued. [Acts, 1909, c. 514, § 57, as am. by Acts, 1913, c. 779, § 15.]

411. Employment certificates to contain certain information. — The employment certificate required by [Acts, 1909, c. 514, § 57, as last am. by Acts, 1913, c. 779, § 15] shall state the name, sex, date and place of birth and the place of residence of the child and describe the color of the hair and eyes and any distinguishing facial marks of the child. It shall certify that the child named in such certificate has personally appeared before the person issuing the certificate and has been examined and found to possess the educational qualifications enumerated in R. L., c. 44, § 1, as amended by [Acts, 1913, c. 779, § 1], and that all the papers required by [Acts, 1909, c. 514, § 58] have been duly examined, approved and filed and that all the conditions and requirements for issuing an employment certificate have been fulfilled. It shall state the grade last completed by said child. Every such certificate shall be signed in the presence of the person issuing the same by the child in whose name it is issued. It shall state the name of the employer for whom, and the nature of the employment in which, the certificate authorizes the child to be employed. It shall bear a number, show the date of its issue and shall be signed by the person issuing it. No fee shall be exacted for an employment certificate or for any of the papers required by [Acts, 1909, c. 514, as amended]. . . . [Acts, 1909, c. 514, § 60, as last am. by Acts, 1913, c. 779, § 18.]

412. Duplicate certificates may be issued. — . . . Duplicate employment certificates shall not be issued until it shall appear to the satisfaction of the person authorized to issue certificates that the original certificate has been lost. . . . [Acts, 1909, c. 514, § 60, as last am. by Acts, 1913, c. 779, § 18.]

413. Issuing of employment certificates. — An employment certificate shall be issued only by the superintendent of schools or by a person authorized by him in writing, or, where there is no superintendent of schools, by a person authorized in writing by the school committee, of the city or town where the child to whom it is issued resides during his employment, or in case the child resides outside the commonwealth, of the city or town in which the child is to be employed: *provided*, that no member of a school committee or other person authorized as aforesaid shall have authority to issue such certificate for any child then in, or about to enter, such person's own employment or the employment of a firm or corporation of which he is a member, officer or employee.

The person issuing employment certificates shall in each case, before issuing a certificate, receive, examine, approve and file the following papers, duly executed:—

(1) A pledge or promise signed by the employer or by an authorized manager or superintendent, setting forth the character of the employment, the number of hours per day during which the child is to be regularly employed and the name and address of the employer, in which pledge or promise the employer agrees to employ the child in accordance with the provisions of [Acts, 1909, c. 514, as amended], and to return the employment certificate as provided in section fifty-seven. [See paragraph 410.]

(2) The school record of such child, properly filled out and signed as hereinafter provided.

(3) A certificate signed by a school or family physician, or by a physician appointed by the school committee, stating that the child has been thoroughly examined by said physician and, in his opinion, is in sufficiently sound health and physically able to perform the work which the child intends to do.

(4) Evidence of age showing that the child is fourteen years of age, which shall consist of one of the following proofs of age:

(a) A birth certificate, or a duly attested transcript thereof, made by a registrar of vital statistics or other officer charged with the duty of recording births.

(b) A baptismal certificate, or a duly attested transcript thereof, showing the age and date of baptism of the child.

(c) In case none of the aforesaid proofs of age is obtainable, and only in such case, the person issuing employment certificates may accept in lieu thereof a passport or a duly attested immigration record, or transcript thereof, showing the age of the child, or other official or religious record of the child's age: *provided*, that it shall appear to the satisfaction of said person that the same is good and sufficient evidence of the child's age.

(d) In case none of the aforesaid proofs of age is obtainable, and only in such case, the person issuing employment certificates may accept in lieu thereof a record of age as given on the register of the school which the child first attended in the commonwealth: *provided*, that such record was kept for at least two years during the time when such child attended school.

(e) In case none of the aforesaid proofs of age is obtainable, and only in such case, the person issuing employment certificates may receive the signed statement of the school physician, or of the physician appointed by the school committee, stating that, after examination, it is the opinion of such physician that the child is at least fourteen years of age. Such physician's statement shall be accompanied by a statement signed by the child's parent, guardian or custodian, or in case such child has no parent, guardian or custodian, the signed statement of the next adult friend. Such signed statement shall contain the name, date and place of birth and residence of the child, and shall certify that the parent, guardian, custodian or next friend signing the statement is unable to produce any of the proofs of age specified in [Acts, 1909, c. 514, § 58, as last am. by Acts, 1913, c. 779, § 16]. Such statement shall be signed in the presence of the person issuing employment certificates by the parent, guardian, custodian, or next friend. The person issuing employment certificates may, before issuing a certificate, require the parent, guardian, custodian, or next adult friend of the child to appear and approve in writing the issuance of said certificate. [Acts, 1909, c. 514, § 58, as last am. by Acts, 1913, c. 779, § 16.]

414. Certain records to be kept. — . . . A record giving all the facts contained

on every employment certificate issued shall be filed in the office issuing the same, together with the papers required by [Acts, 1909, c. 514, § 58] as amended. A record shall also be kept of the names and addresses of all children to whom certificates have been refused, together with the names of the schools which said children should attend and the reasons for refusal. All the aforesaid records and papers shall be preserved until such children, if living, shall have become sixteen years of age. Such records and statistics concerning the issuance of employment certificates as may be prescribed by the board of education shall be kept and shall be open to the inspection of said board, its officers or agents. . . . [Acts, 1909, c. 514, § 60, as last am. by Acts, 1913, c. 779, § 18.]

415. Penalties for violation of law as to employment of children. — Whoever employs a person under the age of sixteen years, and whoever procures or, having under his control a person under sixteen years of age, permits such person to be employed in violation of the provisions of [Acts, 1909, c. 514, §§ 56 or 57], shall for each offence be punished by a fine of not less than ten dollars nor more than fifty dollars, or by imprisonment for not more than thirty days; and whoever continues to employ a person under sixteen years of age in violation of the provisions of either of [the above] sections, after being notified thereof by a school attendance officer or by an inspector appointed by the state board of labor and industries, shall for every day thereafter while such employment continues be punished by a fine of not less than fifty nor more than two hundred dollars, or by imprisonment for not more than sixty days; and whoever forges, or procures to be forged, or assists in forging a certificate of birth or other evidence of the age of such person, and whoever presents or assists in presenting a forged certificate or evidence of birth to the superintendent of schools or to a person authorized by law to issue certificates, for the purpose of fraudulently obtaining the employment certificate required by this act, shall be punished by a fine of not less than ten nor more than five hundred dollars, or by imprisonment for not more than one year, or by both such fine and imprisonment. Whoever, being authorized to sign an employment certificate, knowingly certifies to any materially false statement therein shall be punished by a fine of not less than ten nor more than two hundred dollars. [Acts, 1909, c. 514, § 61, as last am. by Acts, 1913, c. 779, § 19.]

416. Jurisdiction of courts. — Police, district and municipal courts and trial justices shall have jurisdiction of offences arising under the provisions of [Acts, 1913, c. 779, §§ 19 to 22 inclusive]. A summons or warrant issued by any such court or justice may be served, at the discretion of the court or magistrate, by an inspector of factories and public buildings, or by [an attendance] officer, or by any officer qualified to serve criminal process. [Acts, 1909, c. 514, § 65.]

417. School records. — The school record required by [Acts, 1913, c. 779, § 16, see paragraph 413] shall be filled out and signed by the principal or teacher in charge of the school which the child last attended and shall be furnished only to a child who, after due examination and investigation, is found to be entitled thereto. Said school record shall state the grade last completed by such child and the studies pursued in completion thereof. It shall state the number of weeks during which such child has attended school during the twelve months next preceding the time of application for said school record. It shall also give the name, date of birth, and the residence of the child as shown on the records of the school and the name of the parent, guardian or custodian. In case it is found to be impossible to obtain said school record from the principal or teacher in charge of the school which such child last attended, the require-

ment of a school record may be waived. No such school record shall be issued or accepted and no employment certificate shall be granted unless the child possesses the educational qualifications enumerated in R. L., c. 44, § 1, as amended by [Acts, 1913, c. 779, § 1]. No such school record shall be issued or accepted unless the child has regularly attended the public schools or other lawfully approved schools for not less than one hundred and thirty days after becoming thirteen years of age: *provided, however*, that the school record may be accepted in the case of a person who has been an attendant at a public day school or other lawfully approved school for a period of not less than seven years, if in the opinion of said superintendent such person is mentally incapable of acquiring the educational qualifications herein prescribed; and *provided, further*, that the superintendent of schools shall have authority to suspend this requirement in any case when, in his opinion, the interests of the child will best be served by such suspension. [Acts, 1909, c. 514, § 59, as am. by Acts, 1913, c. 779, § 17 and by Acts, 1914, c. 580.]

418. Educational certificates for minors between 16 and 21 years of age. —

No child who is over sixteen and under twenty-one years of age shall be employed in a factory, workshop, manufacturing, mechanical or mercantile establishment unless his employer procures and keeps on file an educational certificate showing the age of the child and his ability or inability to read and write as hereinafter provided. Such certificates shall be issued by the person authorized by this act to issue employment certificates. . . . [Acts, 1909, c. 514, § 66, as am. by Acts, 1913, c. 779, § 23.]

419. Proof of age required. — . . . The person authorized to issue such educational certificates shall, so far as is practicable, require the proof of age stated in [Acts, 1909, c. 514, § 58]. He shall examine the child and certify whether or not he possesses the educational qualifications enumerated in R. L., c. 44, § 1, as amended. Every such certificate shall be signed in the presence of the person issuing the same by the child in whose name it is issued. . . . [Acts, 1909, c. 514, § 66, as am. by Acts, 1913, c. 779, § 23.]

420. Certificates to be accessible to authorized officers. — . . . Every employer or such children shall keep their educational certificates accessible to any officer authorized to enforce the provisions of [Acts, 1909, c. 514, as am. by Acts, 1913, c. 779] and shall return said certificates to the office from which they were issued within two days after the date of the termination of the employment of said children. . . . [Acts, 1909, c. 514, § 66, as am. by Acts, 1913, c. 779, § 23.]

421. Illiterate minors not to be employed unless attending evening school. — . . . If the educational certificate of any child who is over sixteen and under twenty-one years of age fails to show that said child possesses the educational qualifications enumerated in R. L., c. 44, § 1, as amended, then no person shall employ such child while a public evening school is maintained in the city or town in which the child resides, unless such child is a regular attendant at such evening school or at a day school, and presents to his employer each week a school record of such attendance. When such record shows unexcused absences, such attendance shall be deemed to be irregular and insufficient. The person authorized to issue educational certificates, or teachers acting under his authority, may, however, excuse justifiable absence. . . . [Acts, 1909, c. 514, § 66, as am. by Acts, 1913, c. 779, § 23.]

422. Penalty. — . . . Whoever employs a child in violation of the provisions of [the above] section shall forfeit not more than one hundred dollars for each offence, to the use of the evening schools of such city or town. A parent, guardian or custodian

who permits a child to be employed in violation of the provisions of [the above] section shall forfeit not more than twenty dollars, to the use of the evening schools of such city or town. [*Acts, 1909, c. 514, § 66, as am. by Acts, 1913, c. 779, § 23.*]

423. Blank certificates to be furnished. — . . . The blank certificates and other papers required in connection with the issuing of employment certificates and educational certificates under this act shall be designed by and furnished to the local school committees by the state board of labor and industries after conference with the board of education, and the approval of the forms thereof by the attorney-general. Said certificates and papers may bear such further and explanatory matter as may be needed to facilitate the enforcement of this act or to comply with future legislative requirements. [*Acts, 1909, c. 514, § 60, as last am. by Acts, 1913, c. 779, § 18.*]

424. Certain certificates to be issued without fee. — It shall be unlawful for any city or town clerk or other official to charge any fee for a certificate relating to the age or place of birth of any minor or to any other fact sought to be established in relation to school attendance, but such certificates shall be issued, upon request, by any city or town clerk. [*Acts, 1914, c. 316.*]

425. Authorized officers may inspect certificates, etc. — Inspectors appointed by the state board of labor and industries, agents of the board of education and attendance officers may require that the employment or educational certificates and lists of children who are employed in factories, workshops, manufacturing, mechanical or mercantile establishments shall be produced for their inspection. . . . [*Acts, 1909, c. 514, § 64, as am. by Acts, 1913, c. 779, § 22.*]

426. Penalty for failure to produce certificates. — . . . A failure to produce to any person authorized by this section who requests the same an employment or educational certificate or list required by law shall be prima facie evidence of the illegal employment of any person whose certificate is not produced or whose name is not so listed. A corporation or other employer, or any agent or officer thereof, who retains an employment or educational certificate in violation of the provisions of this act shall be punished by a fine of not less than ten nor more than one hundred dollars. [*Acts, 1909, c. 514, § 64, as am. by Acts, 1913, c. 779, § 22.*]

427. Occupations forbidden to minors under fourteen years of age. — No minor under fourteen years of age shall be employed or permitted to work in or about or in connection with any factory, workshop, manufacturing, mechanical or mercantile establishment, barber shop, bootblack stand or establishment, public stable, garage, brick or lumber yard, telephone exchange, telegraph or messenger office or in the construction or repair of buildings, or in any contract or wage-earning industry carried on in tenement or other houses. . . . [*Acts, 1909, c. 514, § 56, as last am. by Acts, 1913, c. 831, § 1.*]

428. Children forbidden to clean machinery in motion. — Whoever, either for himself or as superintendent, overseer or agent permits a child under fourteen years of age to clean any part of the machinery in a factory, if it is in motion by the aid of steam, water or other mechanical power, or if it is in dangerous proximity to such moving part, shall be punished by a fine of not less than fifty nor more than one hundred dollars for each offence. (See also paragraph 198.) [*Acts, 1909, c. 514, § 73.*]

429. Employing children to beg, penalty for. — A parent or other person who employs a minor under the age of fifteen years in begging or who, having the care or custody of such minor, permits him to engage in such employment shall be

punished by a fine of not more than two hundred dollars or by imprisonment for not more than six months. [*R. L., c. 212, § 52.*]

430. Occupations forbidden to minors under sixteen years of age. — No minor under sixteen years of age shall be employed or permitted to work in operating or assisting in operating any of the following machines: (1) circular or band saws, (2) wood shapers, (3) wood jointers, (4) planers, (5) picker machines or machines used in picking wool, cotton, hair or any other material, (6) paperlace machines, (7) leather burnishing machines, (8) job or cylinder printing presses operated by power other than foot power, (9) stamping machines used in sheet metal and tinware or in paper or leather manufacturing or in washer and nut factories, (10) metal or paper cutting machines, (11) corner staying machines in paper box factories, (12) corrugating rolls such as are used in corrugated paper or in roofing, or washboard factories, (13) steam boilers, (14) dough brakes or cracker machinery of any description, (15) wire or iron straightening or drawing machinery, (16) rolling mill machinery, (17) power punches or shears, (18) washing or grinding or mixing machinery, (19) calender rolls in paper and rubber manufacturing or other heavy rolls driven by power, (20) laundering machinery, (21) upon or in connection with any dangerous electrical machinery or appliances. [*Acts, 1913, c. 831, § 2.*]

431. Same subject. — No minor under sixteen years of age shall be employed or permitted to work in any capacity in adjusting, or assisting in adjusting any hazardous belt to any machinery, or in oiling or cleaning hazardous machinery, or in proximity to any hazardous or unguarded belts, machinery or gearing while such machinery or gearing is in motion; nor on scaffolding; nor in heavy work in the building trades; nor in stripping, assorting, manufacturing or packing tobacco; nor in any tunnel; nor in a public bowling alley; nor in a pool or billiard room. [*Acts, 1913, c. 831, § 3.*]

432. State board of labor and industries may determine other injurious occupations. — The state board of labor and industries may from time to time, after a hearing or hearings duly held, determine whether or not any particular trade, process of manufacture or occupation in which the employment of minors under the age of sixteen years is not already forbidden by law, or any particular method of carrying on such trade, process of manufacture or occupation, is sufficiently dangerous or is sufficiently injurious to the health or morals of minors under sixteen years of age to justify their exclusion therefrom. No minor under sixteen years of age shall be employed or permitted to work in any trade, process or occupation thus determined to be dangerous or injurious to such minors. [*Acts, 1913, c. 831, § 4.*]

433. Occupations forbidden to minors under eighteen years of age. — No minor under eighteen years of age shall be employed or permitted to work: (1) in or about blast furnaces; (2) in the operation or management of hoisting machines; (3) in oiling or cleaning hazardous machinery in motion; (4) in the operation or use of any polishing or buffing wheel; (5) at switch tending; (6) at gate tending; (7) at track repairing; (8) as a brakeman, fireman, engineer, motorman or conductor upon a railroad or railway; (9) as a fireman or engineer upon any boat or vessel; (10) in operating motor vehicles of any description; (11) in or about establishments wherein gunpowder, nitro-glycerine, dynamite or other high or dangerous explosive is manufactured or compounded; (12) in the manufacture of white or yellow phosphorus or phosphorus matches; (13) in any distillery, brewery, or any other establishment where malt or alcoholic liquors are manufactured, packed, wrapped or bottled; (14) in that part of any hotel, theatre, concert hall, place of amusement or other establishment where

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intoxicating liquors are sold. The provisions of this section shall not prohibit the employment of minors in drug stores. [*Acts, 1913, c. 831, § 5.*]

434. State board of labor and industries may determine other dangerous occupations. — The state board of labor and industries may from time to time, after a hearing or hearings duly held, determine whether or not any particular trade, process of manufacture or occupation, in which the employment of minors under the age of eighteen years is not already forbidden by law, or any particular method of carrying on such trade, process of manufacture or occupation, is sufficiently dangerous or is sufficiently injurious to the health or morals of minors under eighteen years of age to justify their exclusion therefrom. No minor under eighteen years of age shall be employed or permitted to work in any trade, process or occupation thus determined to be dangerous or injurious to such minors. [*Acts, 1913, c. 831, § 6.*]

435. Employment in barrooms of persons under twenty-one. — No person under twenty-one years of age shall be employed or permitted to work in, about or in connection with any saloon or barroom where alcoholic liquors are sold. No such person in any employment shall knowingly be taken, sent or caused or permitted to be sent, to any disorderly house or house of prostitution or assignation or other immoral place of resort or amusement. [*R. L., c. 100, § 60, as am. by Acts, 1913, c. 831, § 7.*]

436. Employment of persons under twenty-one as messengers. — Except for the delivery of messages directly connected with the business of conducting or publishing a newspaper, to a newspaper office or directly between newspaper offices, no person under the age of twenty-one years shall be employed or permitted to work as messenger for a telegraph, telephone or messenger company in the distribution, transmission or delivery of goods or messages before five o'clock in the morning or after ten o'clock in the evening of any day. [*Acts, 1913, c. 831, § 10.*]

437. Regulating bootblacking and other street trades. — The mayor and aldermen or selectmen may make regulations relative to the exercise of the trade of bootblacking by minors and to the sale by minors of any goods, wares or merchandise the sale of which is permitted by [*R. L., c. 65, § 15*], and may prohibit such sales or such trade, or may require a minor to obtain from them a license therefor to be issued on terms and conditions prescribed in such regulations: *provided*, that in the case of persons under the age of fourteen years in the cities of the commonwealth the foregoing powers shall be vested in and exercised by the school committees of said cities. . . . [See next paragraph.] [*R. L., c. 65, § 17, as last am. by Acts, 1910, c. 419.*]

438. Conditions in certain cities. — No boy under twelve years of age and no girl under eighteen years of age shall, in any city having a population of over fifty thousand inhabitants, sell, expose or offer for sale any newspapers, magazines, periodicals, or any other articles of merchandise of any description, or exercise the trade of bootblack or scavenger, or any other trade, in any street or public place. (See also paragraph 1310.) [*Acts, 1913, c. 831, § 11.*]

439. Boys under 16 years of age. — No boy under sixteen years of age shall, in any city having a population of over fifty thousand inhabitants, engage in any of the trades or occupations mentioned in the preceding section, unless he complies with all of the provisions of this act and with all of the legal requirements concerning school attendance, and unless a badge as hereinafter provided shall have been issued to him by the officer authorized to issue employment certificates in the city or town where such boy resides. [*Acts, 1913, c. 831, § 12.*]

440. Issuing of badges. — Such badge shall not be issued until the officer issuing

the same shall have received, examined, approved and filed evidence that such boy is twelve years of age or upwards, which shall consist of the proof of age required for the issuing of an employment certificate. Such officer may refuse to issue such badge to any boy who, in his opinion after due investigation, is found to be physically or mentally incompetent or unable to do such work in addition to the regular school attendance required by law. [*Acts, 1913, c. 831, § 13.*]

441. Badge to be exposed. — The badge herein required shall be worn, conspicuously exposed at all times, by such boy while so working. No boy to whom the said badge has been issued shall transfer the same to any other boy. He shall exhibit the same upon demand at any time to any officer charged with the duty of enforcing the provisions of this act which relate to street trades. The school committee of any city may make further regulations and requirements for the issuance of the badge required by this act. [*Acts, 1913, c. 831, § 14.*]

442. Penalty upon certain officers. — Any inspector, school attendance officer, truant officer, superintendent of schools or other person authorized to issue the badges required by [Acts, 1913, c. 831], or any other person charged with the enforcement of any of the provisions of [the above] act, who knowingly violates or fails to comply with any of the provisions of [the above] act shall be deemed guilty of a misdemeanor, and, upon conviction, shall be punished by a fine of not less than ten dollars nor more than two hundred dollars or by imprisonment for not more than sixty days, or by both such fine and imprisonment. [*Acts, 1913, c. 831, § 24.*]

443. Penalty for unlawfully engaging in certain street trades. — Any minor who shall engage in any of the trades or occupations mentioned in [paragraph 438] in violation of any provision of [Acts, 1913, c. 831] shall, for the first offence, be warned by the officers whose duty it is to enforce the provisions of this act relating to street trades, and the parent, guardian or custodian shall be notified. In case of a second violation, such minor may be arrested and dealt with as a delinquent child, or, if over seventeen years of age, shall be punished by a fine not exceeding fifteen dollars upon the recommendation of the principal or chief executive officer of the school which such minor is attending, or upon the complaint of any school attendance officer, truant officer, police officer or probation officer, the badge of any minor who violates any provision of [the above] act, or who becomes delinquent or fails to comply with all legal requirements concerning school attendance, may be revoked by the officer issuing the same for a period of three months and the badge taken from such minor. The refusal of any minor to surrender such badge, or the working at any of the occupations mentioned in [paragraph 438] by any minor after notice of the revocation of such badge, shall be deemed a violation of [the above] act. [*Acts, 1913, c. 831, § 25.*]

444. Penalties for unlawful employment of minor. — Any person who, whether by himself or for others, or through agents, servants or foremen employs, induces or permits any minor to work contrary to any of the provisions of [Acts, 1913, c. 831], shall be deemed guilty of a misdemeanor, and shall, for a first offence, be punished by a fine of not less than ten dollars nor more than fifty dollars, or by imprisonment for not more than thirty days, or by both such fine and imprisonment; and for a second or subsequent offence, by a fine of not less than fifty dollars nor more than two hundred dollars or by imprisonment for not more than sixty days, or by both such fine and imprisonment.

The employment of any minor in violation of any provision of [the above] act after the person employing such minor has been notified thereof in writing by any authorized

inspector, school attendance officer or truant officer, shall constitute a separate offence for every day during which the employment continues. [*Acts, 1913, c. 831, § 20.*]

445. Penalty for furnishing articles for unlawful sale by minors. — Any person who furnishes or sells to any minor any article of any description with the knowledge that the minor intends to sell such articles in violation of any provision of [*Acts, 1913, c. 831*], or after having received written notice to this effect from any officer charged with the enforcement of any provision of this act, or any person who knowingly procures or encourages any minor to violate any of the provisions of [the above] act, shall be deemed guilty of a misdemeanor, and shall be punished by a fine of not less than ten dollars nor more than two hundred dollars, or by imprisonment for not more than sixty days, or by both such fine and imprisonment. [*Acts, 1913, c. 831, § 22.*]

446. Enforcement of provisions of act. — The provisions of [*Acts, 1913, c. 831*] relating to minors engaged in the occupations mentioned in [paragraph 438] shall be enforced by the . . . school attendance officers, who are hereby vested with full police power for the purpose, and by police officers. The school committee of each city may appoint or designate one or more special . . . attendance officers to have supervision over minors engaged in such occupations and over the enforcement of the said provisions. [See paragraph 402.] [*Acts, 1913, c. 831, § 19.*]

447. Penalty for hindering inspectors. — Any person who hinders or delays any authorized inspector, school attendance officer, or truant officer in the performance of his duties, or who refuses to admit to or locks out any such inspector or officer from any place which such inspector or officer is authorized to inspect, or who refuses to give to such inspector or officer such information as may be required for the proper enforcement of [*Acts, 1913, c. 831*], shall be deemed guilty of a misdemeanor, and shall be punished by a fine of not less than twenty-five dollars nor more than two hundred dollars, or by imprisonment for not more than sixty days, or by both such fine and imprisonment. [*Acts, 1913, c. 831, § 21.*]

448. Courts having jurisdiction. — Police, district and municipal courts and trial justices and the Boston juvenile courts as to minors under seventeen years of age shall have jurisdiction of offences arising under [*Acts, 1913, c. 831*]. A summons or warrant issued by any such court or justice may be served at the direction of the court or magistrate by an inspector of the state board of labor and industries or by a truant officer or school attendance officer, or by any officer qualified to serve criminal process. [*Acts, 1913, c. 831, § 26.*]

449. Regulation of sales by minors. — A parent or other person who employs a minor under the age of fifteen years in peddling without a license if one is required or who, having the care or custody of such minor, permits him to engage in such employment shall be punished by a fine of not more than two hundred dollars or by imprisonment for not more than six months. [*R. L., c. 65, § 18.*]

450. Public exhibition of children prohibited. — No person shall employ, exhibit or sell, apprentice or give away, a child under fifteen years of age for the purpose of employing or exhibiting him in dancing on the stage, playing on musical instruments, singing, walking on a wire or rope, or riding or performing as a gymnast, contortionist or acrobat in a circus, theatrical exhibition or in any public place, or cause, procure or encourage such child to engage therein; but the provision of this section shall not prevent the education of children in vocal and instrumental music or dancing or their employment as musicians in a church, chapel, school or school ex-

hibition, or prevent their taking part in any festival, concert or musical exhibition upon the special written permission of the mayor and aldermen of a city or of the selectmen of a town. Whoever violates the provisions of this section shall be punished by a fine of not more than two hundred dollars or by imprisonment for not more than six months. [*Acts, 1909, c. 514, § 76.*]

451. Licenses to be refused for public shows, when. — A license shall not be granted for a theatrical exhibition or public show in which children under fifteen years of age are employed as acrobats or contortionists or in any feats of gymnastics or equestrianism, or in which such children who belong to the public schools are employed or allowed to take part as performers on the stage in any capacity, or if, in the opinion of the board authorized to grant licenses, such children are employed in such a manner as to corrupt their morals or impair their health; but the provisions of this section shall not prevent the granting of special permission authorized by the preceding [paragraph]. [*Acts, 1909, c. 514, § 77.*]

452. Free employment office for minors in city of Boston. — There may be established and maintained by the school committee of the city of Boston an employment office for registering applications of minors residing in the city of Boston who seek employment, and of those who desire to employ such minors. [*Acts, 1913, c. 389, § 1.*]

453. School committee to regulate. — The school committee shall establish regulations respecting the conduct of the office and shall take such action as the committee deems best to promote the purposes of an employment office for minors, and to bring together such minors seeking employment and those desiring to employ them. [*Acts, 1913, c. 389, § 2.*]

454. Acceptance of fees forbidden, etc. — No fees, direct or indirect, shall be charged to or accepted from applicants for employment who apply at the office established hereunder, and the expense of maintaining the same shall be charged to the appropriation for the support of schools in the city of Boston. [*Acts, 1913, c. 389, § 3.*]

WAGES AND HOURS FOR WOMEN AND CHILDREN.

455. The minimum wage commission to investigate wage conditions. — It shall be the duty of the minimum wage commission to inquire into the wages paid to the female employees in any occupation in the commonwealth, if the commission has reason to believe that the wages paid to a substantial number of such employees are inadequate to supply the necessary cost of living and to maintain the worker in health. [*Acts, 1912, c. 706, § 3.*]

456. Employers to keep register of names, etc., of women and minor employees. — Every employer of women and minors shall keep a register of the names, addresses and occupations of all women and minors employed by him, together with a record of the amount paid each week to each woman and minor, and shall, on request of the commission¹ or of the director of the bureau of statistics, permit the commission or any of its members or agents, or the director of the bureau of statistics or any duly accredited agent of said bureau, to inspect the said register and to examine such parts of the books and records of employers as relate to the wages paid to women and minors. The commission shall also have power to subpoena witnesses, administer oaths and

¹ Refers to minimum wage commission.

take testimony. Such witnesses shall be summoned in the same manner and be paid from the treasury of the commonwealth the same fees as witnesses before the superior court. [*Acts, 1912, c. 706, § 11, as last am. by Acts, 1914, c. 368, § 4.*]

457. Deductions from wages on account of stopping of machinery, forbidden. — Deductions shall not be made from the wages of women and minors who are paid by the day or hour, and are employed in manufacturing or mechanical establishments, for time during which the machinery is stopped, if said women and minors are refused the privilege of leaving the mill while the damage to said machinery is being repaired; and if such employees are detained in their work rooms during the time of the breaking down of machinery, they shall not be compelled to make up time lost by such break-down unless they are compensated therefor at their regular rates of wages. Whoever violates the provisions of this section shall be punished by a fine of not more than twenty dollars for each offence. [*Acts, 1909, c. 514, § 119.*]

458. Work of married woman. — Work and labor performed by a married woman for a person other than her husband and children shall, unless there is an express agreement on her part to the contrary, be presumed to be performed on her separate account. [*R. L., c. 153, § 4.*]

459. Equal wages for men and women attendants in the state bath houses. — Hereafter in the state bath houses under the care of the metropolitan park commission the women attendants shall receive the same scale of wages as the men attendants, when performing similar work. [*Acts, 1912, c. 683.*]

460. Minimum wages for certain women in employ of county of Suffolk. — Any woman employed as a cleaner or scrub woman by the county of Suffolk shall be paid a weekly salary of not less than eight dollars. [*Acts, 1914, c. 413.*]

461. Hours of labor, minors under 14 years of age. — . . . No minor under fourteen years of age shall be employed at work performed for wage or other compensation, to whomsoever payable, during the hours when the public schools are in session or shall be employed at work before half-past six o'clock in the morning or after six o'clock in the evening. [*Acts, 1909, c. 514, § 56, as last am. by Acts, 1913, c. 831, § 1.*]

462. Hours of labor, women, and minors under 18 years of age. — No child under eighteen years of age and no woman shall be employed in laboring in any factory or workshop, or in any manufacturing, mercantile, mechanical establishment, telegraph office or telephone exchange, or by any express or transportation company, more than ten hours in any one day; and in no case shall the hours of labor exceed fifty-four in a week except that in manufacturing establishments where the employment is by seasons, the number of such hours in any week may exceed fifty-four, but not fifty-eight, provided that the total number of such hours in any year shall not exceed an average of fifty-four hours a week for the whole year, excluding Sundays and holidays; and if any child or woman shall be employed in more than one such place the total number of hours of such employment shall not exceed fifty-four hours in any one week. . . . [*Acts, 1909, c. 514, §§ 47, 48, as last am. by Acts, 1913, c. 758.*]

463. Notices to be posted showing hours of labor. — . . . Every employer, except those employers hereinafter designated, shall post in a conspicuous place in every room in which such persons are employed a printed notice stating the number of hours' work required of them on each day of the week, the hours of beginning and stopping work, and the hours when the time allowed for meals begins and ends or, in the case of mercantile establishments and of establishments exempted from the provisions of [para-

graphs 477 and 478, page 94], the time, if any, allowed for meals. The printed forms of such notices shall be provided by the state board of labor and industries, after approval by the attorney-general. The employment of any such person at any time other than as stated in said printed notice shall be deemed a violation of the provisions of this section unless it appears that such employment was to make up time lost on a previous day of the same week in consequence of the stopping of machinery upon which such person was employed or dependent for employment; but no stopping of machinery for less than thirty consecutive minutes shall justify such overtime employment, nor shall such overtime employment be authorized until a written report of the day and hour of its occurrence and its duration is sent to the state board of labor and industries. Every employer engaged in furnishing public service or in any other kind of business in respect to which the state board of labor and industries shall find that public necessity or convenience requires the employment of children under the age of eighteen or women by shifts during different periods or parts of the day, shall post in a conspicuous place in every room in which such persons are employed a printed notice stating separately the hours of employment for each shift or tour of duty and the amount of time allowed for meals. Printed forms of such notices shall be provided by the state board of labor and industries, after approval by the attorney-general. A list by name of the employees, stating in which shift each is employed, shall be kept on file at each place of employment for inspection by employees and by officers charged with the enforcement of the law. In cases of extraordinary emergency as defined by Acts, 1911, c. 494, § 1 or extraordinary public requirement, the provisions of this act shall not apply to employers engaged in public service or in other kinds of business in which shifts may be required as hereinbefore stated; but in such cases no employment in excess of the hours authorized under the provisions of this act shall be considered as legalized until a written report of the day and hour of its occurrence and its duration is sent to the state board of labor and industries. [*Acts, 1909, c. 514, §§ 47, 48, as last am. by Acts, 1913, c. 758.*]

464. Penalties. — A parent or guardian who permits a minor under his control to be employed in violation of [paragraphs 462 and 463], and any person who, either for himself or as superintendent, overseer or agent for another, employs any person in violation of [paragraphs 462 and 463], or fails to post the notice required by [paragraphs 462 and 463], or makes a false report of the stopping of machinery under the provisions of the [above paragraph], shall be punished by a fine of not less than fifty nor more than one hundred dollars. A certificate of the age of a minor made and sworn to by him and by his parent or guardian at the time of his employment in a mercantile, manufacturing or mechanical establishment shall be prima facie evidence of his age in any prosecution under the provisions of this section. [*Acts, 1909, c. 514, § 49.*]

465. Form of complaint. — The form of complaint heretofore used may be used in prosecutions under the provisions of [Acts, 1909, c. 514, § 48], and if substantially followed shall be deemed sufficient, fully and plainly, substantially and formally, to describe the offences therein set forth but the provisions of this section shall not be construed to prohibit the use of any other suitable form. [*Acts, 1909, c. 514, § 50.*]

466. Employment of women and children in workshops connected with mercantile establishments. — The provisions of Acts, 1909, c. 514, § 47, relative to the employment of children and women in mercantile establishments, shall also apply to children and women employed in a workshop for the altering or repairing of

garments: *provided*, that the workshop is connected with a mercantile establishment where the said garments are sold at retail, and is owned and operated by the proprietor of such mercantile establishment; and *provided, also*, that such children and women shall not be employed more than fifty-six hours in any one week. The provisions of section forty-eight of the said chapter shall not apply to children and women employed as aforesaid. [*Acts, 1911, c. 313, § 1, as am. by Acts, 1912, c. 452.*]

467. Employers in country hotels exempt from posting notices of hours of employment. — In towns of less than forty-five hundred inhabitants, the employer of women or minors in a hotel or upon premises used for the temporary purpose of publicly providing and serving meals shall be exempt from posting the notices [concerning hours of labor of employees] required by the provisions of Acts, 1909, c. 514, § 47 [as amended. See paragraphs 462 and 463.] [*Acts, 1913, c. 365.*]

468. Hours of employment to be posted. — Except as provided in [paragraph 469], every person employing any minor in any establishment mentioned in this act shall post and keep posted in a conspicuous place in the room where such minor is employed or permitted to work a printed notice stating the number of hours such minor is required or permitted to work on each day of the week, with the total for the week, the hours of commencing and stopping work and the hours when the time allowed for meals begins and ends for each day of the week. The employment of any minor at any time other than as stated in said printed notice shall be deemed a violation of the provisions of [this paragraph]. The terms of such notice for any week or part thereof shall not be changed after the beginning of labor on the first day of the week, without the written consent of the commissioner of labor. [*Acts, 1913, c. 331, § 16.*]

469. Notice showing hours of labor of minor employees. — Every employer who employs any minor subject to the provisions of [Acts, 1913, c. 331] and who is engaged in furnishing public service shall post in a conspicuous place in every room in which such persons are employed a printed notice stating separately the hours of employment for each shift or tour of duty and the time allowed for meals. A list by name of minor employees, stating in which shift each is employed, shall be kept on file at each place of employment for inspection by employees and officers charged with the enforcement of the law. The provisions of [the above] act, so far as they relate to hours of employment of minors of eighteen years or over, shall not apply to such employers in cases of extraordinary emergency or extraordinary public requirement, but in such cases no employment contrary to the provisions of this act shall be considered as legalized until a written report of the day and hour of its occurrence and its duration is sent to the commissioner of labor. [*Acts, 1913, c. 331, § 17.*]

470. Hours of labor of minors under sixteen. — No minor under sixteen years of age shall be employed or permitted to work in, about or in connection with any establishment or occupation named in [paragraph 474] for more than six days in any one week, nor more than forty-eight hours in any one week, nor more than eight hours in any one day, nor before the hour of half-past six o'clock in the morning, nor after the hour of six o'clock in the evening of any day. [*Acts, 1913, c. 331, § 8.*]

471. Printed forms to be furnished. — The state board of labor and industries, after approval by the attorney-general, shall furnish the printed forms of the laws and notices required by this act, upon application, to all persons required to post the same. . . . [*Acts, 1913, c. 331, § 18.*]

472. Inspectors to visit places of employment. — . . . The inspectors of the

state board of labor and industries shall visit and inspect the places of employment mentioned in this act and shall ascertain whether any minors are employed therein contrary to the provisions of this act, and shall prosecute violations thereof. They shall report to the school authorities any cases of children under sixteen years of age discharged for illegal employment. Any person shall have the right to prosecute violations of this act. [*Acts, 1913, c. 831, § 18.*]

473. Hours for boys engaged in street trades. — No boy under sixteen years of age shall [sell, expose or offer for sale any newspapers, magazines, periodicals, or any other articles of merchandise of any description, or exercise the trade of bootblack or scavenger, or any other trade, *Acts, 1913, c. 831, § 11*] in any street or public place after nine o'clock in the evening or before five o'clock in the morning of any day, nor, unless provided with an employment certificate, during the hours when the public schools in the city where such boy resides, or the schools which such boy attends, are in session. [*Acts, 1913, c. 831, § 15.*]

474. Hours of labor of certain minors. — No boy under the age of eighteen years and no girl under the age of twenty-one years shall be employed or permitted to work in, about or in connection with any [factory, workshop, manufacturing, mechanical or mercantile establishment, barber shop, bootblack stand or establishment, public stable, garage, brick or lumber yard, telephone exchange, telegraph or messenger office or in the construction or repair of buildings, or in any contract or wage-earning industry carried on in tenement or other houses, *Acts, 1913, c. 831, § 1*] for more than six days in any one week, nor more than fifty-four hours in any one week, nor more than ten hours in any one day, nor before the hour of five o'clock in the morning, nor after the hour of ten o'clock in the evening, nor in the manufacture of textile goods after the hour of six o'clock in the evening. [*Acts, 1913, c. 831, § 9.*]

475. Hours of labor for prison matrons. — The hours of labor of officers, watchmen and matrons employed by counties in the prisons and reformatory institutions of the commonwealth shall not exceed eight a day, with the exceptions and subject to the provisions contained in section one of chapter four hundred and ninety-four of the acts of the year nineteen hundred and eleven, so far as the said exceptions and provisions are applicable. [*Acts, 1914, c. 623.*]

476. Night labor for women and minors. — No person, and no agent or officer of a person or corporation, shall employ a woman or minor in any capacity for the purpose of manufacturing between ten o'clock at night and six o'clock in the morning. No person, and no agent or officer of a person or corporation engaged in the manufacture of textile goods, shall employ a woman or a minor before six o'clock in the morning or after six o'clock in the evening. Whoever violates the provisions of this section shall be punished by a fine of not less than twenty nor more than fifty dollars for each offence. [*Acts, 1909, c. 514, § 51.*]

477. Meal hours. — Women and young persons, five or more in number, who are employed in the same factory shall be allowed their meal times at the same hour, except that any such persons who begin work in such factory at a later hour in the morning than other such persons employed therein may be allowed their meal times at a different hour; but no such persons shall be employed during the regular meal hour in tending the machines or doing the work of any other women or young persons in addition to their own. [*Acts, 1909, c. 514, § 67.*]

478. Intervals from work for meals. — No woman or young person shall be employed for more than six hours at one time in a factory or workshop in which five

or more such persons are employed without an interval of at least half an hour for a meal; but such person may be so employed for not more than six and one half hours at one time if such employment ends not later than one o'clock in the afternoon and if he or she is then dismissed from the factory or workshop for the remainder of the day; or for not more than seven and one half hours at one time if he or she is allowed sufficient opportunity for eating a lunch during the continuance of such employment and if such employment ends not later than two o'clock in the afternoon, and he or she is then dismissed from the factory or workshop for the remainder of the day. [*Acts, 1909, c. 514, § 68.*]

479. Exemptions from two preceding sections. — The provisions of [paragraphs 477, 478] shall not apply to iron works, glass works, paper mills, letter press establishments, print works, bleaching works or dyeing works; and the [state board of labor and industries], if it is proved to [its] satisfaction that in any other class of factories or workshops it is necessary, by reason of the continuous nature of the processes or of special circumstances affecting such class, to exempt it from the provisions of the two preceding sections and that such exemption can be made without injury to the health of the women or young persons affected thereby, may, with the approval of the governor, issue a certificate granting such exemption, public notice whereof shall, without expense to the commonwealth, be given in the manner directed by said [board]. [*Acts, 1909, c. 514, § 69.*]

480. Immunity of employer in certain cases. — If a minor or a woman shall, without the orders, consent or knowledge of the employer or of the superintendent, overseer or other agent of the employer, labor in a manufacturing or mechanical establishment, factory or workshop during a part of any time allowed for meals in such establishment, factory or workshop, according to the notice required by [*Acts, 1909, c. 514, § 48*], and if a copy of such notice was posted in a conspicuous place in the room where such labor was performed with a rule of the establishment, factory or workshop forbidding such minor or woman to labor during such time, then neither the employer nor a superintendent, overseer or other agent of the employer shall be held responsible for such labor. [*Acts, 1909, c. 514, § 70.*]

481. Penalties. — Whoever either for himself or as superintendent, overseer or agent violates the provisions of the four preceding sections shall be punished by a fine of not less than fifty nor more than one hundred dollars. [*Acts, 1909, c. 514, § 71.*]

MISCELLANEOUS.]

482. Seats to be provided for women and minor employees. — Whoever employs women or children in any manufacturing, mechanical, or mercantile establishment shall provide for their use and permit them to use suitable seats whenever they are not necessarily engaged in the active duties of their employment, and shall also provide for their use and permit them to use suitable seats while they are at work, except in such cases and at such times as the work cannot properly be performed in a sitting position. Whoever violates the provisions of this section shall be punished by a fine of not less than ten nor more than thirty dollars for each offence. [*Acts, 1909, c. 514, § 72, as am. by Acts, 1912, c. 96.*]

483. Employment of women in core rooms. — The state board of [labor and industries] shall investigate core rooms where women are employed and shall make rules regulating the employment of women therein. The rules shall relate to the structure and location of the rooms, the emission of gases and fumes from ovens, and

the size and weight which the women shall be allowed to lift or work on. A copy of the rules shall be posted in every core room where women are employed. [*Acts, 1912, c. 653, § 1.*]

484. Enforcement of rules. — The [inspectors of the state board of labor and industries] shall, under the direction of the state board of [labor and industries], enforce any rules made in accordance with the provisions of [the preceding section]. [*Acts, 1912, c. 653, § 2.*]

485. Penalty. — Whoever violates any rule established under the provisions of [the two preceding paragraphs] shall be punished by a fine of not less than twenty-five dollars or more than five hundred dollars. [*Acts, 1912, c. 653, § 3.*]

486. Employment of pregnant women. — No woman shall knowingly be employed in laboring in a mercantile, manufacturing or mechanical establishment within two weeks before or four weeks after childbirth. [*Acts, 1911, c. 229, § 1.*]

487. Penalty. — Violations of [the preceding section] shall be punished by a fine not exceeding one hundred dollars. [*Acts, 1911, c. 229, § 3.*]

488. Notice to be posted. — . . . Section [one, paragraph 486] shall be included in the notice with regard to the employment of women now required to be posted in mercantile, manufacturing and mechanical establishments, and the provisions thereof shall be enforced by the [state board of labor and industries]. [*Acts, 1911, c. 229, § 2.*]

489. Moving of heavy receptacles by female employees. — Boxes, baskets and other receptacles which with their contents weigh seventy-five pounds or over and which are to be moved by female employees in any manufacturing or mechanical establishment, shall be provided with pulleys, casters or some other mechanical device connected with such boxes or other receptacles so that they can be moved easily from place to place in such establishments. [*Acts, 1913, c. 426, § 1, as am. by Acts, 1914, c. 241.*]

490. Penalty. — Whoever violates the provisions of [*Acts, 1913, c. 426*] shall be punished by a fine not exceeding fifty dollars for every day during which there shall be a failure to equip or provide such boxes, baskets or other receptacles with some one of the appliances specified in section one of this act. [*Acts, 1913, c. 426, § 2.*]

491. Employment forbidden where only one egress. — . . . Women or children shall not be employed, in a factory, workshop, mercantile or other establishment, in a room above the second story from which there is only one egress. . . . [*Acts, 1913, c. 655, § 20.*]

492. Workshops to be properly ventilated. — . . . A workshop in which five or more women or young persons are employed shall, while work is carried on therein, be so ventilated that the air shall not become so impure as to be injurious to the health of the persons employed therein and so that all gases, vapors, dust or other impurities injurious to health, which are generated in the course of the manufacturing process or handicraft carried on therein shall, so far as practicable, be rendered harmless. (For enforcement see paragraph 314.) [*Acts, 1909, c. 514, § 83.*]

493. Appointment of women as special police officers. — The mayor of a city and the selectmen of a town may appoint one or more women as special police officers who shall have, within the limits of such city or town, all the powers conferred by law upon constables, except in relation to the service of civil process, and all the powers conferred upon the police as watchmen. [*Acts, 1914, c. 510, § 1.*]

494. Appointments to be subject to civil service rules. — All appointments

made under [the preceding paragraph] shall be subject to the rules and regulations of the civil service. [*Acts, 1914, c. 510, § 2.*]

495. Medical chests in mercantile establishments where women or minors are employed. — . . . Every person, firm or corporation carrying on a business in a mercantile establishment in which twenty or more women or minors are employed, shall [at all times keep and maintain free of expense to the employees] such medical and surgical chest as the state board of labor and industries may require. . . . [*Acts, 1909, c. 514, § 104, as am. by Acts, 1914, c. 557.*]

496. Penalty. — . . . A person, firm or corporation violating any provision of [the preceding paragraph] shall be punished by a fine of not less than five dollars nor more than five hundred dollars for every week during which such violation continues. [*Acts, 1909, c. 514, § 104, as am. by Acts, 1914, c. 557.*]

WAGES.

(See also under Minimum Wage Commission, Public Employment, Women and Children, and Railroad Labor.)

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GENERAL ACTS.

497. Weekly payment of wages. — Every person, firm or corporation engaged in carrying on a factory, workshop, manufacturing, mechanical or mercantile establishment, mine, quarry, railroad or street railway, or a telephone, telegraph, express or water company, or any of the building trades, or the construction or repair of any railroad, street railway, road, bridge, sewer, gas, water or electric light works, pipes or lines, shall pay weekly each employee engaged in his or its business the wages earned by him to within six days of the date of said payment, but any employee leaving his or her employment, shall be paid in full on the following regular pay day; and any employee discharged from such employment shall be paid in full on the day of his discharge, or in the city of Boston as soon as the provisions of law requiring pay rolls, bills and accounts to be certified shall have been complied with; and the commonwealth, its officers, boards and commissions shall so pay every mechanic, workman and laborer who is employed by it or them, and every person employed by it or them in any penal or charitable institution, and every county and city shall so pay every employee who is engaged in its business the wages or salary earned by him, unless such mechanic, workman, laborer or employee requests in writing to be paid in a different manner; and every town shall so pay each employee in its business if so required by him; but an employee who is absent from his regular place of labor at a time fixed for payment shall be paid thereafter on demand. . . . [*Acts, 1909, c. 514, § 112, as last am. by Acts, 1914, c. 247.*]

498. Exemptions. — . . . The provisions of this section shall not apply to an employee of a co-operative corporation or association if he is a stockholder therein unless he requests such corporation to pay him weekly. The [public service commission] after a hearing, may exempt any railroad corporation from paying weekly any of its employees if it appears to the board that such employees prefer less frequent payments, and that their interests and the interests of the public will not suffer thereby. No corporation, contractor, person or partnership shall by a special contract with an employee or by any other means exempt himself or itself from the provisions of this and the following section. Whoever violates the provisions of this section shall be punished by a fine of not less than ten nor more than fifty dollars. [*Acts, 1909, c. 514, § 112, as last am. by Acts, 1914, c. 247.*]

499. Prosecution for violations of preceding section. — The [state board of

labor and industries] may make a complaint against any person for a violation of the provisions of the preceding [paragraphs]. Complaints for such violation shall be made within thirty days after the date thereof, and, on the trial, no defence for failure to pay as required, other than the attachment of such wages by the trustee process or a valid assignment thereof or a valid set-off against the same, or the absence of the employee from his regular place of labor at the time of payment, or an actual tender to such employee at the time of payment of the wages so earned by him, shall be valid. The defendant shall not set up as a defence a payment of wages after the bringing of the complaint. An assignment of future wages which are payable weekly under the provisions of this act shall not be valid if made to the person from whom such wages are to become due or to any person on his behalf or if made or procured to be made to another person for the purpose of relieving the employer from the obligation to pay weekly. The word "person" in this section shall include the corporations, contractors, persons and partnerships described in the [two preceding paragraphs]. [*Acts, 1909, c. 514, § 113.*]

500. Pay day of manufacturing corporations. — Manufacturing corporations and contractors, persons or partnerships engaged in any manufacturing business wherein one hundred employees or more are employed shall, on the day chosen as pay day, pay such of their employees as are on that day working in the manufacturing establishment, before the close of the regular working hours. [*Acts, 1911, c. 249, § 1.*]

501. Penalty. — Whoever violates the provisions of [the preceding paragraph] shall be punished by a fine of not more than fifty dollars. [*Acts, 1911, c. 249, § 2.*]

502. Forfeiture of wages for leaving without notice. — A person who being engaged in manufacturing requires from his employees, under penalty of forfeiture of a part of the wages earned by them, a notice of intention to leave such employ shall be liable to a like forfeiture, if, without similar notice, he discharges an employee. [*Acts, 1909, c. 514, § 120.*]

503. Wages exempt from attachment, when. — If wages for the personal labor and services of a defendant are attached for a debt or claim, other than for necessities which have been furnished to him or to his family, an amount not exceeding twenty dollars shall be reserved in the hands of the trustee and shall be exempt from such attachment. If such wages are attached on a claim for such necessities and the writ contains a statement to that effect, an amount not exceeding ten dollars shall be so reserved; but if the writ contains no such statement, an amount not exceeding twenty dollars shall be so reserved. [*R. L., c. 189, § 27.*]

504. Offer of judgment in attachment of wages. — If, after wages for personal labor or services have been attached and before the entry of the writ, the defendant tenders to the plaintiff or to his attorney the whole amount due and recoverable in the action and the fees of the officer for serving the writ, the plaintiff shall recover no costs, except the fees of the officer; and if the defendant is defaulted without an appearance or if he files an offer of judgment on the return day of the writ in accordance with section seventy-two of chapter one hundred and seventy-three, and the plaintiff accepts such offer or fails to secure more than the amount thereof and of the interest thereon from the date, the plaintiff shall recover no costs, except the entry fee and the officer's fees. [*R. L., c. 189, § 28.*]

505. Certain wages not attachable by trustee process. — No person shall be adjudged a trustee in the following cases:

(6) By reason of money or credits due for the wages of the personal labor or services of the wife or minor children of the defendant.

(7) By reason of money or credits due or accruing to the defendant as wages or lay as a seaman; but the provisions of this clause shall not apply to the wages or lay due or accruing to a fisherman. [*R. L., c. 189, § 31.*]

506. Certain wage funds exempt from taxation, etc. — The property of [an association formed for the purpose of providing annuities, pensions or endowments for employees retiring from their employment on account of age, under a system by which the participating employees contribute to the funds of the association a percentage or portion of their salaries or wages as fixed by the by-laws of the association] and the portion of the wages or salary of an employee deducted or to be deducted under [Acts, 1910, c. 559], the right of an employee to an annuity, pension or endowment, and all his rights in the funds of the association, shall be exempt from taxation and from the operation of any law relating to bankruptcy or insolvency, and shall not be liable to attachment by trustee process or be liable to be taken on execution or on any other process legal or equitable to satisfy any debt or liability of the employer or of any member of the association. [*Acts, 1910, c. 559, § 3.*]

507. Penalty for attaching wages exempt from attachment. — Whoever wilfully causes, or aids and abets in causing, such wages for personal services as are exempt from attachment to be attached by the trustee process for the purpose of unlawfully hindering or delaying their payment to the person to whom they belong shall, on complaint of the person injured thereby or of the guardian or other person having the lawful custody of any such person who is incompetent to act, be punished by a fine of not more than fifty dollars to the use of the person injured thereby. [*R. L., c. 189, § 29.*]

508. Wages in settlement of estates by receivers. — The following claims shall, in the settlement of estates by receivers, be entitled to priority in order named:

First. Debts due to the United States or debts due to, or taxes assessed by, this commonwealth or a county, city or town herein.

Second. Wages to an amount of not more than one hundred dollars due to an operative, clerk or servant for labor, either performed within one year last preceding the appointment of the receiver or for the payment for which a suit, which was commenced within one year after the performance of the labor, is pending or was terminated within one year after said appointment. [*R. L., c. 150, § 29.*]

509. Wages preferred, in insolvency. — In the order for a dividend . . . [of the property of an insolvent], the following claims shall be first paid in full in the following order:

First. The twenty-five dollars or expense of publication as provided in [*R. L., c. 163, § 170*] paid by a creditor and the legal fees, paid by him, of an officer for the service of the order of notice to the debtor upon the original petition and for the service of a writ of injunction issued to restrain the transfer or disposition of any part of the debtor's property, not exempt from attachment, and from any interference therewith.

Second. The legal fees of the messenger.

Third. Debts due to the United States, and debts due to and taxes assessed by this commonwealth, or a county, city, or town therein.

Fourth. Wages, to an amount not exceeding one hundred dollars, due to a clerk, servant or operative for labor performed within one year last preceding the first publication of the notice, or for labor for the recovery of payment for which an action commenced within one year after the performance thereof is pending, or has terminated within one year from said first publication. [*R. L., c. 163, § 118.*]

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510. Certain other wages preferred. — The estate shall be liable for wages due to an operative from another operative who has contracted or agreed to do certain specified work for the debtor, to the amount of one hundred dollars, for labor actually performed on such work within one year last preceding the first publication of the notice, and in the division of the estate such wages shall have the priority given to wages due to operatives under the provisions of the preceding [paragraph]; but all payments under the provisions of this section shall be charged to the account of the operative who, as principal, has contracted or agreed to do the work, and such payments, and the liability herein imposed, shall not exceed the amount due such principal operative for such work performed within the time hereinbefore mentioned. The provisions of this section shall not apply to cases within the provisions of [*R. L., c. 111, §§ 164 to 168, inclusive.*] [*R. L., c. 163, § 120.*]

511. Wages preferred in administration. — If the estate of a person deceased is insufficient to pay all his debts, it shall, after discharging the necessary expenses of his funeral and last sickness and the charges of administration, be applied to the payment of his debts, which shall include equitable liabilities, in the following order:

First. Debts entitled to a preference under the laws of the United States.

Second. Public rates, taxes and excise duties.

Third. Wages or compensation, to an amount not exceeding one hundred dollars, due to a clerk, servant or operative for labor performed within one year last preceding the death of such deceased person or for such labor so performed for the recovery of payment for which a judgment has been rendered.

[*Fourth.* Debts, to an amount not exceeding one hundred dollars, for necessities furnished to such deceased person or his family within the six months last preceding his death, or for such necessities so furnished for the recovery of payment for which a judgment has been rendered.]

[*Fifth.*] Debts due to all other persons.

If there is not enough to pay all the debts of any class, the creditors of that class shall be paid ratably upon their respective debts; and no payment shall be made to creditors of any class until all those of the preceding class or classes, of whose claims the executor or administrator has notice, have been fully paid. [*R. L., c. 142, § 1, as am. by Acts, 1909, c. 297.*]

512. Assignment of wages. — No assignment of or order for wages or salary to be earned in the future to secure a loan of less than three hundred dollars shall be valid against an employer of the person making such assignment or order until the assignment or order is accepted in writing by the employer, nor until the assignment or order and the acceptance of the same have been filed and recorded with the clerk of the city or town where the person making the assignment or order resides, if he is a resident of the commonwealth, or in which he is employed if he is not a resident of the commonwealth; nor shall it be valid unless said assignment is in form and purport as prescribed in Acts, 1906, c. 390, and acts in amendment thereof. No such

assignment or order shall be recorded by the clerk of a city or town unless it states on its face that the sum of ten dollars per week, as earned, of the wages or salary so assigned is exempt from such assignment or order. No such assignment or order shall be valid when made by a married man unless the written consent of his wife to the making thereof is attached thereto. No such assignment or order shall be valid for a period exceeding one year from the making thereof. [*Acts, 1909, c. 514, §§ 121, 122, as last am. by Acts, 1912, c. 675, § 6.*]

513. Definition of the term "assignment." — The term "assignment," as used in this act, shall include every instrument purporting to transfer an interest in or an authority to collect the future wages of a person. [*Acts, 1909, c. 514, § 123.*]

514. Standard form of assignment. — Said standard form of assignment shall be as follows: —

KNOW ALL MEN BY THESE PRESENTS.

That I, _____ of _____ in the county of _____, for a valuable consideration, to me paid by _____, of _____, the receipt whereof I do hereby acknowledge, do hereby assign and transfer to said _____ all claims and demands [which I now have, and all] which within a period of _____ from the date hereof I may and shall have against my present employer, and against any person whose employ I shall hereafter enter, [for all sums of money due and] for all sums of money and demands which, at any time within said period may and shall become due to me, for services as _____. To have and to hold the same to the said _____, his executors, administrators and assigns, to secure a debt (1) of _____ dollars [with interest thereon from _____, at the rate of _____ per cent per annum], for money [or goods] actually furnished by the assignee amounting to _____ dollars.

(2) Contracted prior to the execution of this assignment.

[or contracted simultaneously with the execution of this assignment.]

IN WITNESS WHEREOF, I have set my hand this _____ day of _____.

Signed and delivered, in presence of _____ h. _____ m.

M. Received and entered in records of assignment of wages in the clerk's office of the _____ of _____, book _____, page _____, Clerk.

[*Acts, 1909, c. 514, § 124.*]

515. Assignment of wages against a trustee process. — . . . No assignment of future wages shall be valid against a trustee process, unless before service of the writ upon the alleged trustee, the assignment shall have been recorded in the office of the clerk of the city or town in which the assignor resides at the time of such record. Such record shall not affect the rights or liability of the person or corporation from whom such earnings are due otherwise than is provided in this section. . . . [*Acts, 1909, c. 514, § 125, as am. by Acts, 1910, c. 563.*]

516. Effect of assignment. — Except as above provided, an assignment of wages made in accordance with the provisions of this act shall bind all wages earned by the assignor within the period named in such assignment. [*Acts, 1906, c. 390, § 5, as am. by Acts, 1909, c. 514, § 126.*]

LIENS FOR LABOR.

517. Lien for labor. — A person to whom a debt is due for labor performed or furnished . . . in the erection, alteration, repair or removal of a building or structure upon land, by virtue of an agreement with or by consent of the owner of such building or structure or of a person having authority from or rightfully acting for such owner in procuring or furnishing such labor . . . shall, subject to the provisions of this chapter,

have a lien upon such building or structure and upon the interest of the owner thereof in the lot of land upon which it is situated to secure the payment of the debt so due to him and of the costs of enforcing such lien. [*R. L., c. 197, § 1.*]

518. Lien for labor upon entire contract. — If such agreement is for labor performed or furnished and for materials furnished under an entire contract and for an entire price, a lien for the labor alone may be enforced, if the value of such labor can be distinctly shown; but it shall not be enforced for an amount greater than the entire contract price. [*R. L., c. 197, § 2.*]

519. Notice of lien for materials. — The lien shall not attach for materials unless the person who furnishes them, before so doing, gives notice in writing to the owner of the property to be affected by the lien, if such owner is not the purchaser of such materials, that he intends to claim such lien. [*R. L., c. 197, § 3.*]

520. No lien if notice by owner. — If the owner of a building or structure which is in process of erection, alteration, repair or removal is a person other than the party by whom or in whose behalf a contract for labor and materials has been made, he may prevent the attaching of a lien for labor not then performed, or for materials not then furnished, by giving notice in writing to the person who performs or furnishes such labor or furnishes such materials, that he will not be responsible therefor. [*R. L., c. 197, § 4.*]

521. Lien invalid against prior mortgage. — The lien shall not avail against a mortgage actually existing and duly recorded prior to the date of the contract under which the lien is claimed. [*R. L., c. 197, § 5.*]

522. Lien dissolved unless statement is filed. — The lien shall be dissolved unless the person claiming it, within thirty days after he ceased to labor on or to furnish labor . . . for the building or structure, files in the registry of deeds for the county or district in which it is situated a statement, signed and sworn to by him or a person in his behalf, giving a just and true account of the amount due him, with all just credits, a description of the property intended to be covered by the lien sufficiently accurate for identification and the name of the owner or owners of such property, if known. If a lien is claimed for labor only performed or furnished under an entire contract which includes both labor and materials at an entire price, the contract price, the number of days of labor performed or furnished and the value of the same shall also be stated. The statement shall not be invalid or insufficient solely by reason of an inaccuracy in stating or failing to state the contract price, the number of days of labor performed or furnished, and the value of the same, if it is shown that there was no intention to mislead and that the parties entitled to notice of the statement were not in fact misled thereby. [*R. L., c. 197, § 6.*]

523. Inaccuracy in statement, etc. — The validity of the lien shall not be affected by an inaccuracy in the statement relative to the property to which it attaches, if such property can be reasonably recognized from the description, nor by an inaccuracy in stating the amount due for labor or materials, unless it is shown that the person filing the statement has wilfully and knowingly claimed more than is due to him. [*R. L., c. 197, § 7.*]

524. Duties of register. — The statement shall remain in the custody of the register and be open to public inspection. He shall record it in a book to be kept for the purpose, but the items of the account, except the total amount claimed to be due, may be omitted from the record. [*R. L., c. 197, § 8.*]

525. Petition to enforce lien. — The lien shall be dissolved unless a petition to

enforce it is filed within ninety days after the person claiming it has ceased to perform labor on or to furnish labor or materials for the building or structure. The petition shall contain a brief statement of the contract on which it is founded and of the amount due thereon, a description of the premises subject to the lien and all other material facts and circumstances, and shall pray that the premises may be sold and the proceeds of the sale applied to the discharge of the debt. The date of the filing of the petition shall be the commencement of the proceeding to enforce the lien. [*R. L., c. 197, § 9.*]

526. Jurisdiction. — The superior court for the county in which the building or structure is situated shall have jurisdiction to enforce liens under the provisions of [*R. L., c. 197, as am. in 1908, 1909, and 1913*]; but if the building or structure affected by the lien is situated within their respective jurisdictions, a trial justice shall have original and concurrent jurisdiction with the superior court if the amount claimed does not exceed three hundred dollars, a police, district or municipal court, except the municipal court of the city of Boston, shall have like jurisdiction if the amount claimed does not exceed one thousand dollars, and the municipal court of the city of Boston shall have like jurisdiction if the amount claimed does not exceed two thousand dollars. If the building or structure affected by the lien is not situated within the judicial district of any one of such police, district or municipal courts, the petition may be brought in the court the judicial district of which adjoins the town in which such building or structure is situated, or, if said town does not adjoin any judicial district, in any one of such courts in said county. The parties shall have like rights of appeal as in other civil cases. [See Acts, 1912, c. 649 as amended.] [*R. L., c. 197, § 10, as am. by Acts, 1908, c. 127.*]

527. Who may join. — If two or more persons have actually performed labor on or furnished labor or materials for one or more buildings or structures upon different lots of land for the same owner, contractor or other person, they may join in one petition to enforce their respective liens; and the proceedings shall be the same, and the respondent may defend as to each petitioner, as if each petitioner had filed a separate petition. [*R. L., c. 197, § 11.*]

528. Summons. — The court or justice shall issue a precept to an officer qualified to serve civil process, commanding him to summon the owner of the building or structure to appear and answer said petition and to give notice of the filing of said petition to the debtor, if he is not the owner of the building or structure, and to all creditors who have a lien of the same kind upon the same estate. . . .

An attested copy of such precept shall be served upon said owner, debtor and each of said creditors and shall be posted upon said building or structure fourteen days at least before the return day thereof. . . . If the petition is filed in a police, district or municipal court or before a trial justice, the day for the appearance and answer shall be fixed at not more than sixty days from the day of entry. [*R. L., c. 197, § 12, as am. by Acts, 1913, c. 611, § 1.*]

529. Fees for service of civil process. — (For list of fees allowable to officers serving civil process, see Acts, 1913, c. 611.)

530. Further notice. — If the court or justice finds that a person who is entitled to notice is absent from the commonwealth or that it is probable that he cannot be found to be served with the precept or notice, the petition shall be continued until such notice as the court or justice orders has been given. If, at the time assigned for

the hearing, it appears that a person interested has not had sufficient notice of the petition, the court may order further notice. [*R. L., c. 197, § 13.*]

531. Other creditors may intervene; amendments. — A creditor who has a lien under the provisions of this chapter upon the same property may appear and prove his claim, and the owner and each creditor may contest the claim of any other creditor. The court may allow amendments to the pleadings as in actions at law. [*R. L., c. 197, § 14.*]

532. Trial. — The court shall determine all claims in a summary manner, but every material question of fact arising in the case in the superior court shall be tried by a jury, if such trial is required by a party or is ordered by the court upon a question stated, upon an issue framed or otherwise, as the court may order. [*R. L., c. 197, § 15.*]

533. Claims allowed. — A claim due absolutely and without condition, although not payable at the time of determination, shall be allowed with a rebate of interest to the time when it would become payable. If the owner has failed to perform his part of the contract and by reason of such failure the other party is without his own default prevented from completely performing his part thereof, he shall be entitled to a reasonable compensation for as much as he has performed, in proportion to the price stipulated for the whole. [*R. L., c. 197, § 16.*]

534. Sale. — If a lien is established the court shall order a sale of the property to be made by an officer qualified to serve civil process. The court may order a sale of a part of the property sufficient to satisfy the claims allowed, if such part can be set off from the residue and sold without damage to the whole. [*R. L., c. 197, § 17.*]

535. Sale, notice of. — The officer shall give notice of the time and place of sale as provided for sales of land on execution or as ordered by the court. [*R. L., c. 197, § 18.*]

536. Redemption. — An interest in land which is sold under the provisions of this chapter may be redeemed, as provided for sales of land on execution. [*R. L., c. 197, § 19.*]

537. Distribution. — If all the claims against the property covered by the lien were ascertained at the time of ordering the same and if the proceeds of the sale are sufficient therefor, the court may order the officer to distribute them, after deducting all lawful charges and expenses, to and among the several creditors to the amount of their respective debts, with interest, or, if insufficient, to distribute the same among the creditors in proportion to the amount due to each. If all the claims were not ascertained at the time of ordering the sale or other sufficient cause is shown, the court may order the officer to bring the proceeds of the sale into court to be disposed of according to its decree. If the whole cannot be conveniently distributed at one time, the court may make successive orders of distribution. If there is a surplus of the proceeds of the sale after making all the payments before mentioned, it shall be paid over to the owner of the property; but, before it is so paid over, it may be attached or taken on execution in like manner as proceeds from a sale on execution. [*R. L., c. 197, § 20.*]

538. Costs. — The costs shall, except as herein otherwise provided, be in the discretion of the court, and shall be paid from the proceeds of the sale or by any of the parties, as it may order. [*R. L., c. 197, § 21.*]

539. Petition against heirs or assigns of original owner. — If the person for

whom the labor has been performed or furnished or the materials have been furnished dies or conveys away his estate or interest before the filing of the petition, it may be filed and prosecuted against his heirs or against the persons holding the estate or interest which he had in the land at the time when the labor or materials were performed or furnished. If the petition was filed in the lifetime of such person, it may be prosecuted against his executor, administrator, heirs or assigns as if the estate or interest had been mortgaged to secure the debt. [R. L., c. 197, § 22.]

540. Petition by executor or administrator of petitioner. — If the creditor dies without having filed such petition, it may be filed and prosecuted by his executor or administrator; or if he dies after having filed it, it may be so prosecuted. [R. L., c. 197, § 23.]

541. Prosecution by one creditor of petition filed by another. — If the petition was filed by the creditor before his right of action accrued or after it was barred, or if he becomes nonsuit or fails to establish his claim, it may be prosecuted by any other creditor having such lien, who, at or after the time of filing the original petition, might have filed a like petition on his own claim. If the petition was filed by the creditor before his right of action accrued and it is so prosecuted by such other creditor, the claim of the petitioning creditor may be allowed, but he shall not recover costs, and the court may order him to pay a part or the whole of the costs of the debtor. [R. L., c. 197, § 24.]

542. Attachment prior to filing of statement. — If the interest of the owner in the building, structure or land is under attachment when the statement of the account is filed, the attaching creditor shall be preferred to the extent of the value of the buildings and land as they were at the time when the labor was commenced or the materials furnished for which the lien is claimed; and the court shall determine, as provided in [R. L., c. 197, § 15], what proportion of the proceeds of the sale shall be held subject to the attachment, as derived from the value of property at such time. If the attaching creditor recovers judgment, the proceeds so held subject to his attachment, or as much thereof as may be necessary, shall be applied upon his execution and the residue, if any, in the same manner as if there had been no such attachment. [R. L., c. 197, § 25.]

543. Attachment after filing. — If the interest of the owner of the property is attached after the filing of the statement, the proceeds of the sale, after discharging all prior liens and claims, shall be applied to satisfy the execution of the attaching creditor, in the manner provided in [R. L., c. 177] for two or more successive attachments or seizures on execution of a right of redemption. [R. L., c. 197, § 26.]

544. Attaching creditors and claimants of liens, how paid, as between themselves. — Attaching creditors, as between themselves, shall be paid according to the order of their attachments. If several creditors who are entitled to the lien have equal rights as between themselves and the fund is insufficient to pay them in full, they shall share the fund in proportion to their respective debts. [R. L., c. 197, § 27.]

545. Dissolution by owner. — A person who has an interest in property upon which the lien has been claimed may at any time before final judgment dissolve the lien upon his interest in the whole or any part of the property by giving bond to the party claiming the lien, with sureties who shall be approved in writing by him or his attorney, by a justice of a police, district or municipal court or by a master in chancery, conditioned to pay to such person within thirty days after final judgment an amount fixed as the value of said interest or so much thereof as may be necessary to satisfy

the amount for which said interest may be found to be subject to such lien. If the parties do not agree as to the value of said interest, it may be fixed at the option of the party offering the bond at the amount claimed in the statement filed by the party claiming the lien and an additional amount not less than fifty per cent of the amount claimed, or two hundred dollars, whichever is the larger addition, and if the amount of the bond is not so fixed then it shall be fixed in accordance with the provisions of [R. L., c. 167, §§ 121, 122]. Before such bond is approved, the party wishing to dissolve the lien or a person in his behalf shall make application in writing to the magistrate, specifying therein the names and residences of the proposed sureties, and, except in case the proposed surety is a surety company qualified to do business in this commonwealth, therein setting forth the property with which each of said sureties proposes to qualify, and in case said property, as so set forth, be realty, then giving the date of acquiring the same, the location, assessed value, and incumbrances thereon, if any. Notice of the time and place of the hearing, containing a copy of the application to the magistrate, shall be given to the plaintiff or his attorney as provided in [R. L., c. 175, §§ 27 to 30], inclusive, but the plaintiff or his attorney may in writing waive such notice or may approve the bond at any time. The bond shall contain a description of the property or interest to be released and the obligor shall, within ten days after its approval, cause it to be recorded in the registry of deeds for the county or district in which the property lies. The lien shall not be dissolved until the bond has been so recorded, after which the bond may be taken by the obligee from the registry. [*R. L., c. 197, § 28, as last am. by Acts, 1909, c. 237.*]

546. Certificate. — The clerk of the court in which the petition is pending shall forward to the register of deeds for the county or district in which the property lies a certificate of the fact and manner of a dissolution of the lien, whenever such dissolution appears of record therein. The register shall file such certificate with the statement mentioned in [R. L., c. 197, § 6], and shall make a record thereof with the record of said statement. [*R. L., c. 197, § 29.*]

547. Dissolutions of liens upon personal property, etc. — A person who owns or has an interest in any personal property upon which a lien has been claimed as . . . set forth [in the next section], may, at any time after a petition is brought for its enforcement and before the property is sold in accordance with law for the satisfaction of said lien, dissolve the lien upon his interest in the whole or any part of said property by giving bond to the person claiming the lien, with sufficient sureties, who shall be approved in writing by the claimant or by his attorney, or by a justice of a police, district or municipal court or by a master in chancery, conditioned to pay to such person within thirty days after the final judgment or order of sale of said property or the interest therein or part thereof for which said bond may be given, an amount fixed as the value of said interest or such part thereof as may be necessary to satisfy the amount for which said interest or part thereof may be subject to said lien. The property upon which the lien is to be dissolved shall be described in the bond. If the parties do not agree as to the value of the property or of the part to be released from said lien, the value may be determined in accordance with the provisions of R. L., c. 167, §§ 121, 122. If the said property, or the part to be released from said lien, consists of books, papers, documents or other similar property and the parties do not agree upon the amount for which said bond shall be given, it may be fixed in like manner at such amount as may be reasonable, giving due consideration to the amount for which said lien is claimed, and upon the delivery of the bond

in accordance with the provisions hereof the lien upon the property described therein shall be dissolved. The person claiming a lien upon said personal property shall, upon demand therefor, furnish the person owning or having an interest in said property with a statement of the amount and reasons, or other considerations, for which the lien is claimed. [*Acts, 1907, c. 490, § 1.*]

548. To affect liens on account of work and labor. — This act shall apply to liens claimed by . . . persons for money due to them on account of work and labor. . . . [*Acts, 1907, c. 490, § 2.*]

549. Dissolution by creditor. — A person to whom a debt for performing or furnishing labor or furnishing material on property would be payable if no lien existed thereon in behalf of another person under the provisions of [*R. L., c. 197*] may dissolve any such existing lien, except one solely for the personal labor of the petitioner, by giving bond as provided in [paragraphs 545, 546], conditioned to pay to the person claiming the lien within thirty days after final judgment the amount, if any, for which such lien shall be established, with costs upon the petition. Unless the bond is approved by the party claiming the lien or his attorney, the sureties thereon shall not be approved unless the magistrate finds that each surety, if there are two only, is worth in excess of his debts an amount equal to twice that for which the lien is claimed or that the sureties, if there are more than two, are together so worth four times that amount. [*R. L., c. 197, § 30.*]

550. Dissolution by payment. — If a debt secured by the lien has been paid, the creditor or his attorney shall, at the expense of the debtor, enter a discharge of his lien on the margin of the record of the statement or shall execute a release which may be recorded in the registry in which the statement is recorded. [*R. L., c. 197, § 31.*]

551. Sale of estate less than a fee simple. — If the person for whom the labor has been performed or furnished or the materials have been furnished has an estate less than a fee simple in the land or if the property is subject to a mortgage or other encumbrance, the lien shall bind such person's whole estate and interest in the property, and such estate or interest may be sold and the proceeds applied according to the provisions of [*R. L., c. 197*]. [*R. L., c. 197, § 32.*]

552. Action at law not barred. — The provisions of [the above] chapter shall not prevent a person entitled to a lien under it from maintaining an action at law as if he had no lien. [*R. L., c. 197, § 33.*]

553. Liens on vessels. — If by virtue of a contract, express or implied, with the owners of a vessel or with the agents, contractors, or subcontractors of such owners, or with any of them, or with a person who has been employed to construct, repair or launch a vessel or to assist therein, money is due for labor performed, materials used or labor and materials furnished in the construction, launching or repairs of, or in the construction of the launching ways for, or for provisions, stores or other articles furnished for or on account of such vessel in this commonwealth, the person to whom such money is due shall have a lien upon the vessel, her tackle, apparel and furniture to secure the payment of such debt, and such lien shall be preferred to all others on such vessel, except that for mariners' wages, and shall continue until the debt is satisfied. [*R. L., c. 198, § 14.*]

554. Liens dissolved, when. — Such lien shall be dissolved unless the person claiming it within thirty days after the vessel departs from the port at which she was when the debt was contracted, files in the office of the clerk of the city or town in

which the vessel was at such time, a statement, subscribed and sworn to by him or by a person in his behalf, giving a true account of the demand claimed to be due to him, with all just credits, the name of the person with whom the contract was made, the name of the owner of the vessel, if known, and the name of the vessel or a description thereof sufficient for identification. The statement shall be recorded by such clerk in a book kept by him for that purpose, and the fees therefor shall be the same as for recording mortgages. [*R. L., c. 198, § 15.*]

555. Lien, inaccuracies not to affect. — A place in which the vessel is wholly or partly constructed shall be held to be the port at which she was when the debt was contracted. The lien shall not be affected by any inaccuracy in the description of the vessel, if she can be recognized thereby, nor in stating the amount due for labor or materials, unless it is found that the person filing the statement has knowingly claimed more than is due. [*R. L., c. 198, § 16.*]

556. Liens on vessels may be enforced by petition, etc. — A person having such lien, unless the contract described in [*R. L., c. 198, § 14*] is a maritime contract and the enforcement of the lien is within the exclusive jurisdiction of the courts of the United States, may file a petition to enforce the lien in the superior court for the county in which the vessel was at the time when the debt was contracted or in which she is at the time of filing the petition, or such petition may be inserted in a writ of original summons with an order of attachment, and served, returned and entered like other civil actions. The subsequent proceedings shall, except as hereinafter provided, be as prescribed in [*R. L., c. 197*] so far as applicable. Upon the filing of the petition, a process of attachment against such vessel, her tackle, apparel and furniture shall issue, and the attachment may be dissolved as in a civil action, but such dissolution shall not dissolve the lien. The pleadings may be amended as in actions at law. [*R. L., c. 198, § 17.*]

557. Form of petition. — The petition shall contain a brief statement of the labor, materials or work done or furnished, or of the stores, provisions or other articles furnished, and of the amount due therefor, with a description of the vessel which is subject to the lien, and all other material facts and circumstances, and shall pray that the vessel may be sold and the proceeds of the sale applied to the discharge of the debt. [*R. L., c. 198, § 18.*]

558. Who may join in petition. — Two or more persons who have such liens upon the same vessel may join in a petition to enforce them, and the proceedings shall be the same and the respondent may defend as to each petitioner as if each had filed a separate petition. [*R. L., c. 198, § 19.*]

559. Distribution of proceeds of sale. — If money is due to more than one person holding such lien and all parties interested have been cited to appear and answer, the claims of all shall be marshalled, and the court shall make such order or decree as may be necessary to prevent the enforcement of a double lien for the same labor, materials, stores, provisions or other articles, and to secure the rights of each. The proceeds from the sale of the vessel, after deducting all costs and expenses, shall be distributed among the several claimants according to the amount of their respective debts, except that, if such proceeds are insufficient to satisfy the liens of all, those who have liens for labor shall receive a percentage on their respective claims one-third greater, as near as may be, than those who have liens for materials, stores or other articles. [*R. L., c. 198, § 20.*]

560. Payment by owner of vessel. — If a contractor or sub-contractor unrea-

sonably neglects or refuses to pay for labor procured by him to be performed in constructing, repairing or launching a vessel upon which a lien exists therefor and the owner or other person who made the agreement with such contractor or sub-contractor pays the debt secured by the lien, he shall have the same claim against such contractor or sub-contractor as if the lien had been enforced by judgment. [*R. L., c. 198, § 21.*]

561. Other liens not affected. — The provisions of the eight preceding sections shall not affect any lien on foreign vessels which exist independent of statute. [*R. L., c. 198, § 22.*]

562. Other liens, how enforced. — A person who has a lien, which is not described in [*R. L., c. 197*] or in the nine preceding sections, for money due to him on account of work and labor, care and diligence, or money expended on or about personal property under a contract express or implied, if such money is not paid within sixty days after a demand in writing delivered to the debtor or left at his usual place of abode, if within this commonwealth, or made by letter addressed to him at his usual place of abode without the commonwealth and deposited, postpaid, in the post office, may file a petition in the superior court, a police, district or municipal court or with a trial justice in the county in which the petitioner resides or has his usual place of business for an order for the sale of the property in satisfaction of the debt. [*R. L., c. 198, § 23.*]

563. Notice. — The court or justice shall thereupon issue a notice to the owner of the property to appear at a time and place designated, which shall be served by an officer qualified to serve civil process or by a disinterested person by delivering to the owner or by leaving at his usual place of abode, if within the commonwealth, a copy thereof fourteen days before the hearing. The return, if not made by an officer, shall be under oath. [*R. L., c. 198, § 24.*]

564. If owner or his abode is unknown or out of commonwealth. — If the owner or his usual place of abode is unknown, the petition may be filed sixty days after the money becomes due, and the notice describing the property may be issued "to the unknown owner," or to the owner, naming him, "whose usual place of abode is unknown." If the owner resides out of the commonwealth or he or his usual place of abode is unknown, the notice may be given by publication, as provided in section five [of this act.] [*R. L., c. 198, § 25.*]

565. Order for sale, and distribution of proceeds. — If, upon default or a hearing, it is found that a lien exists upon the property and that the property ought to be sold for the satisfaction of the debt, the court or justice may make an order for such sale, determine and record the amount then due and award costs to the prevailing party. Any surplus of the proceeds of the sale, after satisfying the debt and costs and charges, shall be paid to the owner upon demand. [*R. L., c. 198, § 26.*]

566. Appeal. — A party may appeal from the final order of a police, district or municipal court or trial justice as in other civil actions to the superior court, which shall make an appropriate order. If the respondent appeals, he shall give bond or recognize for the prosecution of his appeal and for the payment, if judgment is rendered against him, of any balance of the debt, with costs, which may remain unsatisfied after a sale of the property. [As to right of appeal from the municipal court of the city of Boston see Acts, 1912, c. 649 as amended.] [*R. L., c. 198, § 27.*]

567. Lien of boarding and lodging house keepers. — Boarding house or lodging house keepers shall have a lien on the baggage and effects brought to their houses

and belonging to their guests, boarders or lodgers, except mariners, for all proper charges due for fare and board or lodging, which may be enforced as provided in the five preceding [paragraphs]. [*R. L., c. 198, § 28.*]

568. Preceding sections not restrictive. — The provisions of the preceding sections shall not restrict the right of a person who has a lien upon property to hold or dispose of it in any other lawful manner. [*R. L., c. 198, § 30.*]

WAGES IN TEXTILE FACTORIES.

569. Grading of work not to lessen weavers' wages. — The system used by manufacturers of grading the work of a weaver shall not affect or lessen the wages of the weaver, except for imperfections in his own work; and in no case shall the wages of those engaged in weaving be affected by fines or otherwise unless the imperfections complained of are first exhibited and pointed out to the person whose wages are to be affected; and a fine shall not be imposed upon any person for imperfect weaving unless the provisions of this section are first complied with and the amount of the fines [is] agreed upon by both parties. Whoever violates the provisions of this section shall be punished by a fine of not more than one hundred dollars for the first offence, and by a fine of not more than three hundred dollars for each subsequent offence. [*Acts, 1909, c. 514, § 114.*]

570. Specifications to be furnished to weavers in cotton factories. — The occupier or manager of every cotton factory shall supply to each person who is engaged as a weaver in said factory and is paid by the piece, cut or yard, a printed or written ticket with each warp which shall contain the following specifications as to the work to be done and wages paid: — the number of cuts, the number of yards per cut or piece, the price per yard, cut or piece, the number of picks per inch and the number of reeds to the inch. Said occupier or manager shall also supply to each person who is engaged as a frame tender a specification of the number of roving and price per hank or hanks; and to each person engaged as a warper or web drawer a specification of the number of threads in the warp and the rate of compensation; and to each operative who is paid by the pound a specification of the price to be paid per pound or pounds; said specification to be furnished in each case on a printed or written ticket within three days after the time when said operative begins work. [*Acts, 1909, c. 514, § 115.*]

571. Rates of compensation to be posted in textile factories. — The occupier or manager of every textile factory shall post in every room where any employees work by the job, in legible writing or printing, and in sufficient numbers to be easily accessible to such employees, specifications of the character of each kind of work to be done by them, and the rate of compensation. Such specifications in the case of weaving rooms shall state the intended and maximum length of a cut or piece, the count per inch of reed, and the number of picks per inch, width of loom, width of cloth woven in the loom, and the price per cut or piece, or per pound; or, if payment is made per pick or per yard, the price per pick or per yard; and each warp shall bear a designating ticket or mark of identification. In roving or spinning rooms, the number of roving or yarn and the price per hank for each size of machine shall be stated; and each machine shall bear a ticket stating the number of the roving or yarn made upon it. The maximum length of a cut or piece shall not exceed three per cent of its intended length; but if it appears that a variation in excess of the amount hereinbefore set forth has been caused in whole or in part by any weaver in the em-

ploy of any person charged with the violation of this act, this shall be deemed a sufficient defence to a prosecution. [*Acts, 1909, c. 514, § 116, as am. by Acts, 1911, c. 263.*]

572. Enforcement of furnishing specifications. — The members of the inspection department of the [state board of labor and industries] shall enforce the provisions of [paragraphs 570, 571]. They may go into any room, mill or factory to ascertain the facts relative to any work done therein or coming from any other room, mill or factory, and to take the measurements of such work. [*Acts, 1909, c. 514, § 117.*]

573. Penalties. — The occupier or manager of a cotton factory who fails to comply with the provisions of [section 115, see paragraph 570] or the occupier or manager of a textile factory who fails to comply with the provisions of [paragraph 571] or any person who interferes with the [inspectors] of the [state board of labor and industries] in the performance of their duties under the provisions of the preceding section shall be punished by a fine of not less than twenty-five nor more than fifty dollars for the first offence, and by a fine of not less than fifty nor more than one hundred dollars for each subsequent offence. [*Acts, 1909, c. 514, § 118.*]

574. Fining of weavers for imperfect work. — No employer shall impose a fine upon an employee engaged at weaving for imperfections that may arise during the process of weaving. [*Acts, 1911, c. 584, § 1.*]

575. Penalty. — Any employer who violates the provisions of [the preceding section] shall be punished by a fine not exceeding one hundred dollars for the first offence, and not exceeding three hundred dollars for any subsequent offence. [*Acts, 1911, c. 584, § 2.*]

WORKMEN'S COMPENSATION AND EMPLOYERS' LIABILITY.

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EMPLOYERS' LIABILITY.

(See also under Workmen's Compensation Act, page 116.)

576. Liability of employer to employee. — If personal injury is caused to an employee, who, at the time of the injury, is in the exercise of due care by reason of: [see paragraph 636.]

First, A defect in the condition of the ways, works or machinery connected with or used in the business of the employer, which arose from, or had not been discovered or remedied in consequence of, the negligence of the employer or of a person in his service who had been entrusted by him with the duty of seeing that the ways, works or machinery were in proper condition; [see also Acts, 1909, c. 363] or,

Second, The negligence of a person in the service of the employer who was entrusted with and was exercising superintendence and whose sole or principal duty was that of superintendence, or, in the absence of such superintendent, of a person acting as superintendent with the authority or consent of such employer; or,

Third, The negligence of a person in the service of the employer who was in charge or control of a signal, switch, locomotive engine, elevated train or train upon a railroad or elevated railway;

The employee, or his legal representatives, shall, subject to the provisions of [Acts, 1909, c. 514, §§ 128 to 135, inclusive, the following paragraphs], have the same rights to compensation and of action against the employer as if he had not been an employee, nor in the service, nor engaged in the work, of the employer.

A car which is in use by, or which is in possession of, a railroad corporation, or an elevated car which is in use by or which is in possession of an elevated railway corporation, shall be considered as a part of the ways, works or machinery of the corporation which uses or has it in possession, within the meaning of clause one of this section, whether it is owned by such corporation or by some other company or person. One or more cars which are in motion, whether attached to an engine or not, shall constitute a train within the meaning of clause three of this section, and whoever, as a part of his duty for the time being, physically controls or directs the movements of a signal, switch, locomotive engine, elevated train or train shall be deemed to be a person in charge or control of a signal, switch, locomotive engine, elevated train or train within the meaning of said clause. [Acts, 1909, c. 514, § 127.]

577. When death from such accident is not instantaneous. — If the injury described in the preceding section results in the death of the employee, and such death is not instantaneous or is preceded by conscious suffering, and if there is any person who would have been entitled to bring an action under the provisions of the following section, the legal representatives of said employee may, in the action brought under the provisions of the preceding section, recover damages for the death in addition to those for the injury; and in the same action under a separate count at common

law, may recover damages for conscious suffering resulting from the same injury. [*Acts, 1909, c. 514, § 128.*]

578. Right of action. — If, as the result of the negligence of an employer himself, or of a person for whose negligence an employer is liable under the provisions of section 127 [see paragraph 576], an employee is instantly killed, or dies without conscious suffering, his widow or, if he leaves no widow, his next of kin, who, at the time of his death, were dependent upon his wages for support, shall have a right of action for damages against the employer. [*Acts, 1909, c. 514, § 129.*]

579. Amendment of actions brought under two preceding sections. — If an action is brought under the provisions of the preceding section by the widow of the employee, or by the next of kin, who may have such right of action, or if the action is brought under the provisions of section 127 [see paragraph 576] by the legal representatives, such action shall not fail by reason of the fact that it should have been brought under the other section, but may be so amended as to provide against such failure at any time prior to final judgment. [*Acts, 1909, c. 514, § 130.*]

580. Damages. — If under the provisions of sections 128 and 129 [see paragraphs 577 and 578] damages are awarded for the death, they shall be assessed with reference to the degree of culpability of the employer or of the person for whose negligence the employer is liable.

The amount of damages which may be awarded in an action under the provisions of section 127 for a personal injury to an employee, in which no damages for his death are awarded under the provisions of section 128 shall not exceed four thousand dollars.

The amount of damages which may be awarded in such action, if damages for his death are awarded under the provisions of section 128 shall not exceed five thousand dollars for both the injury and the death, and shall be apportioned by the jury between the legal representatives of the employee and the persons who would have been entitled under the provisions of section 129 to bring an action for his death if it had been instantaneous or without conscious suffering.

The amount of damages which may be awarded in an action brought under the provisions of section 129 shall not be less than five hundred nor more than five thousand dollars. [*Acts, 1909, c. 514, § 131.*]

581. Interest to be added to damages awarded for death caused by negligence. — In any suit at law hereafter brought in which a verdict is given for pecuniary damages for the death, with or without conscious suffering, of any person, whether or not such person was in the employ of the defendant whose negligence is determined to have been the cause of death, there shall be added to the amount of the verdict interest thereon from the date of the writ. [*Acts, 1913, c. 290.*]

582. Notice of claim for recovery of damages, etc. — No action for the recovery of damages for injury or death under the provisions of [*Acts, 1909, c. 514, §§ 127 to 131, inclusive, see pages 113, 114*] shall be maintained unless notice of the time, place and cause of the injury is given to the employer within sixty days, and the action is commenced within one year, after the accident which causes the injury or death. Such notice shall be in writing, signed by the person injured or by a person in his behalf. If the person injured dies within the time required for giving the notice his executor or administrator may give such notice within sixty days after his appointment; and in such case the action may be begun within one year after the appointment of such executor or administrator. If from physical or mental incapacity it is impossible for the person injured to give the notice within the time provided in

this section, he may give it within ten days after such incapacity has been removed, and if he dies within said ten days his executor or administrator may give such notice within sixty days after his appointment. If the employer dies without such notice having been given and before the time for giving such notice has elapsed, the notice may be given to his executor or administrator, and the time within which the notice may be given as herein provided, shall run from the appointment of the executor or administrator. A notice given under the provisions of this section shall not be held invalid or insufficient solely by reason of an inaccuracy in stating the time, place or cause of the injury if it is shown that there was no intention to mislead, and that the employer was not in fact misled thereby. If the employer dies without such action having been brought and before the time for bringing the action has elapsed, the action may be begun against his executor or administrator not less than one year and not more than two years after the executor or administrator has given bond for the performance of his trust. Any form of written communication signed by the person so injured, or by some person in his behalf, or by his executor or administrator, or by some person in behalf of such executor or administrator, which contains the information that the person was so injured, giving the time, place and cause of the injury or death, shall be considered a sufficient notice. [*Acts, 1909, c. 514, § 132, as last am. by Acts, 1912, c. 251.*]

583. Liability of an employer to the employee of a contractor or sub-contractor. — If an employer enters into a contract, written or verbal, with an independent contractor to do a part of such employer's work, or if such contractor enters into a contract with a sub-contractor to do all or any part of the work comprised in such contractor's work with the employer, such contract or sub-contract shall not bar the liability of the employer for injuries to the employees of such contractor or sub-contractor caused by any defect in the condition of the ways, works, machinery or plant, if they are the property of the employer or are furnished by him and if such defect arose, or had not been discovered or remedied, through the negligence of the employer or of some person entrusted by him with the duty of seeing that they were in proper condition. [*Acts, 1909, c. 514, § 133.*]

584. Employer not liable, when. — An employee or his legal representatives shall not be entitled under the provisions of [*Acts, 1909, c. 514*] sections 127 to 131, inclusive, to any right of action for damages to his employer if such employee knew of the defect or negligence which caused the injury, and failed within a reasonable time to give, or cause to be given, information thereof to the employer, or to some person superior to himself in the service of the employer who was entrusted with general superintendence. [*Acts, 1909, c. 514, § 134.*]

585. Evidence in reduction of damages. — An employer who shall have contributed to an insurance fund created and maintained for the mutual purpose of indemnifying an employee for personal injuries for which compensation may be recovered under the provisions of sections 127 to 131 inclusive, [see paragraph 576], of this act or to any relief society formed under the provisions of R. L., c. 125, §§ 17 to 19, inclusive, or under the provisions of *Acts, 1906, c. 463, Part I, §§ 46, 47 and 48*, may prove in mitigation of the damages recoverable by an employee under the provisions of said sections, such proportion of the pecuniary benefit which has been received by such employee from any such fund or society on account of such contribution of said employer as the contribution of such employer to such fund or society bears to the whole contribution thereto. [*Acts, 1909, c. 514, § 135.*]

586. Contracts exempting employers from liability forbidden. — . . .

No person shall, by a special contract with his employees, exempt himself from liability which he may be under to them for injuries suffered by them in their employment and resulting from the negligence of the employer or of a person in his employ. [*Acts, 1909, c. 514, § 140, as last am. by Acts, 1912, c. 571, § 18.*]

587. Examination may be made of appliance causing an injury. — A justice of the superior court may, upon petition setting forth in ordinary language that the servant or employee of a certain firm, person, corporation or association has been injured in the course of his employment, through some defect in the ways, works or machinery owned or used by the employer, and that it is necessary in order to protect the interests of the injured person that an examination should be made of the ways, works or machinery through whose defect the injury occurred, and after such notice to the employer as any justice of said court may direct or approve, and a hearing, grant an order directing the employer or person in control of such ways, works or machinery to permit the person named in said order to make such examination, under such conditions as shall be set forth in the order. [*Acts, 1909, c. 514, § 141.*]

588. Domestic servants and farm laborers. — The provisions of [*Acts, 1909, c. 514, §§ 128 to 135, inclusive, and §§ 140 and 141*] shall not apply to injuries caused to domestic servants or farm laborers by fellow employees. [*Acts, 1909, c. 514, § 142.*]

WORKMEN'S COMPENSATION.

589. Definitions of certain words and phrases. — The following words and phrases, as used in [*Acts, 1911, c. 751, the workmen's compensation act*], shall, unless a different meaning is plainly required by the context, have the following meaning: —

[a] "Employer" shall include the legal representative of a deceased employer.

[b] "Employee" shall include every person in the service of another under any contract of hire, express or implied, oral or written, except masters of and seamen on vessels engaged in interstate or foreign commerce, and except one whose employment is not in the usual course of the trade, business, profession or occupation of his employer. Any reference to an employee who has been injured shall, when the employee is dead, also include his legal representatives, dependents and other persons to whom compensation may be payable.

[c] "Dependents" shall mean members of the employee's family or next of kin who were wholly or partly dependent upon the earnings of the employee for support at the time of the injury.

[d] "Average weekly wages" shall mean the earnings of the injured employee during the period of twelve calendar months immediately preceding the date of injury, divided by fifty-two; but if the injured employee lost more than two weeks' time during such period then the earnings for the remainder of such twelve calendar months shall be divided by the number of weeks remaining after the time so lost has been deducted. Where, by reason of the shortness of the time during which the employee has been in the employment of his employer, or the nature or terms of the employment, it is impracticable to compute the average weekly wages, as above defined, regard may be had to the average weekly amount which, during the twelve months previous to the injury, as being earned by a person in the same grade employed at the same work by the same employer; or, if there is no person so employed, by a

person in the same grade employed in the same class of employment and in the same district.

[e] "Association" shall mean the Massachusetts Employees Insurance Association, [and all insurance companies insuring employees under the provisions of the workmen's compensation act, Acts, 1911, c. 751, as amended, see paragraph 672].

[f] "Subscriber" shall mean an employer who has become a member of the association by paying a year's premium in advance and receiving the receipt of the association therefor, provided that the association holds a license issued by the insurance commissioner as provided in Part IV, section twelve, [of the above act].

[*Acts, 1911, c. 751, Pt. V, § 2, as last am. by Acts, 1914, c. 708, § 13.*]

The following terms and phrases, as used in this act [Acts, 1913, c. 813, an act relative to industrial accidents and occupational diseases], shall have the following meanings:—

[g] The terms "safe" and "safety", as used in this act, shall be held to relate to such freedom from danger to the life, safety and health of employees as the nature of the employment will reasonably permit.

[h] The terms "industrial disease" and "occupational disease" shall mean and include any ailment or disease caused by the nature, circumstances or conditions of the employment.

[i] The term "employment" shall mean and include any trade, occupation or branch of industry, any particular method or process used therein, and the service of any particular employer; but shall not include private domestic service or service as a farm laborer.

[j] The phrase "place of employment" shall mean and include every place whether indoors or out or underground and the premises appurtenant thereto, into, in or upon which any employee goes or remains either temporarily or regularly in the course of his employment.

[*Acts, 1913, c. 813, § 12.*]

590. Compensation for industrial injuries.— If an employee who has not given notice of his claim of common law rights of action, as provided in [Acts, 1911, c. 751, Pt. I, § 5, the workmen's compensation act], or who has given such notice and has waived the same, receives a personal injury arising out of and in the course of his employment, he shall be paid compensation by the association [see paragraph 589], as hereinafter provided, if his employer is a subscriber [see paragraph 589] at the time of the injury. [*Acts, 1911, c. 751, Pt. II, § 1.*]

591. No compensation unless injury incapacitates for at least two weeks.— No compensation shall be paid under [the workmen's compensation] act for any injury which does not incapacitate the employee for a period of at least two weeks from earning full wages, but if incapacity extends beyond the period of two weeks, compensation shall begin on the fifteenth day after the injury. [*Acts, 1911, c. 751, Pt. II, § 4.*]

592. Medical and hospital services.— During the first two weeks after the injury, and, if the employee is not immediately incapacitated thereby from earning full wages then from the time of such incapacity, and in unusual cases, in the discretion

of the board, for a longer period, the association shall furnish reasonable medical and hospital services, and medicines, when they are needed. Where, in a case of emergency or for other justifiable cause, a physician other than the one provided by the association is called in to treat the injured employee, the reasonable cost of his services shall be paid by the association, subject to the approval of the industrial accident board. Such approval shall be granted only if the board finds that there was such justifiable cause and that the charge for the services is reasonable. [*Acts, 1911, c. 751, Pt. II, § 5, as am. by Acts, 1914, c. 708, § 1.*]

593. Amount to be paid in cases of partial incapacity, etc. — While the incapacity for work resulting from the injury is partial, the association shall pay the injured employee a weekly compensation equal to sixty-six and two thirds per cent of the difference between his average weekly wages before the injury and the average weekly wages which he is able to earn thereafter, but not more than ten dollars a week; and in no case shall the period covered by such compensation be greater than five hundred weeks from the date of the injury, nor the amount more than four thousand dollars. [*Acts, 1911, c. 751, Pt. II, § 10, as am. by Acts, 1914, c. 708, § 5.*]

594. Compensation to be paid during total incapacity. — While the incapacity for work resulting from the injury is total, the association shall pay the injured employee a weekly compensation equal to sixty-six and two thirds per cent of his average weekly wages, but not more than ten dollars nor less than four dollars a week; and in no case shall the period covered by such compensation be greater than five hundred weeks, nor the amount more than four thousand dollars. [*Acts, 1911, c. 751, Pt. II, § 9, as am. by Acts, 1914, c. 708, § 4.*]

595. Compensation in case of certain specified injuries. — In case of the following specified injuries the amounts hereinafter named shall be paid in addition to all other compensation:—

(a) For the loss by severance of both hands at or above the wrist, or both feet at or above the ankle, or the loss of one hand and one foot, or the reduction to one tenth of normal vision in both eyes with glasses, sixty-six and two thirds per cent of the average weekly wages of the injured person, but not more than ten dollars nor less than four dollars a week, for a period of one hundred weeks.

(b) For the loss by severance of either hand, at or above the wrist, of either foot at or above the ankle, or the reduction to one tenth of normal vision in either eye with glasses, sixty-six and two thirds per cent of the average weekly wages of the injured person, for each hand or foot so severed, but not more than ten dollars nor less than four dollars a week for a period of fifty weeks.

(c) For the loss by severance at or above the second joint of two or more fingers, including thumbs, of the same hand, or of two or more toes of the same foot, sixty-six and two thirds per cent of the average weekly wages of the injured person, but not more than ten dollars nor less than four dollars a week, for a period of twenty-five weeks for each hand or foot so injured.

(d) For the loss by severance of at least one phalange of a finger, thumb or toe, sixty-six and two thirds per cent of the average weekly wages of the injured person, but not more than ten dollars nor less than four dollars a week, for a period of twelve weeks for each hand or foot so injured.

(e) The additional amounts provided for in this section in case of the loss of a hand, foot, thumb, finger, toe, or phalange, shall also be paid for the number of weeks

above specified in case the injury is such that the hand, foot, thumb, finger, toe or phalange is not lost but so injured as to be permanently incapable of use. [*Acts, 1911, c. 751, Pt. II, § 11, as last am. by Acts, 1914, c. 708, § 6.*]

596. Dependents to be compensated, if death results from injury. — If death results from the injury, the association shall pay the dependents of the employee, wholly dependent upon his earnings for support at the time of the injury, a weekly payment equal to sixty-six and two thirds per cent of his average weekly wages, but not more than ten dollars nor less than four dollars a week for a period of five hundred weeks from the date of the injury; but in no case shall the amount be more than four thousand dollars. If the employee leaves dependents only partially dependent upon his earnings for support at the time of his injury, the association shall pay such dependents a weekly compensation equal to the same proportion of the weekly payments for the benefit of persons wholly dependent as the amount contributed by the employee to such partial dependents bears to the annual earnings of the deceased at the time of his injury. When weekly payments have been made to an injured employee before his death, the compensation to dependents shall begin from the date of the last of such payments, but shall not continue more than five hundred weeks from the date of the injury. [*Acts, 1911, c. 751, Pt. II, § 6, as am. by Acts, 1914, c. 708, § 2.*]

597. To whom compensation shall be paid when death results from accident. — The compensation payable under this act in case of the death of the injured employee shall be paid to his legal representative; or, if he has no legal representative to his dependents; or, if he leaves no dependents, to the persons to whom payment of the expenses for the last sickness and burial are due. If the payment is made to the legal representative of the deceased employee, it shall be paid by him to the dependents or other persons entitled thereto under this act. When the appointment of a legal representative of a deceased employee, not otherwise necessary, is required for carrying out the provisions of this act, the association shall furnish or pay for all legal services rendered in connection with the appointment of such legal representative, or in connection with any of his duties, and shall pay the necessary disbursements for such appointment, the necessary expenses of such legal representative, and reasonable compensation to him for time necessarily spent in carrying out said provisions. All of said payments shall be in addition to all sums paid for compensation. [*Acts, 1911, c. 751, Pt. II, § 13, as am. by Acts, 1914, c. 708, § 7.*]

598. Dependents, etc. — The following persons shall be conclusively presumed to be wholly dependent for support upon a deceased employee:—

(a) A wife upon a husband with whom she lives at the time of his death, or from whom, at the time of his death, the industrial accident board shall find the wife was living apart for justifiable cause or because he had deserted her. The findings of the board upon the questions of such justifiable cause and desertion shall be final.

(b) A husband upon a wife with whom he lives at the time of her death.

(c) A child or children under the age of eighteen years, (or over said age, but physically or mentally incapacitated from earning,) upon the parent with whom he is or they are living at the time of the death of such parent, there being no surviving dependent parent: *provided*, that in the event of the death of an employee who has at the time of his death a living child or children by a former wife or husband, under the age of eighteen years, (or over said age, but physically or mentally incapacitated from earning,) said child or children shall be conclusively presumed to be wholly de-

pendent for support upon such deceased employee, and the death benefit shall be divided between the surviving wife or husband and all the children of the deceased employee in equal shares, the surviving wife or husband taking the same share as a child. The total sum due the surviving wife or husband and her or his own children shall be paid directly to the wife or husband for her or his own use and for the benefit of her or his own children, and the sums due to the children by the former wife or husband of the deceased employee shall be paid to their guardians or legal representatives for the benefit of such children.

In all other cases questions of dependency, in whole or in part, shall be determined in accordance with the fact, as the fact may be at the time of the injury; and in such other cases, if there is more than one person wholly dependent, the death benefit shall be divided equally among them, and persons partly dependent, if any, shall receive no part thereof, and if there is no one wholly dependent and more than one person partly dependent, the death benefit shall be divided among them according to the relative extent of their dependency. [*Acts, 1911, c. 751, Pt. II, § 7, as am. by Acts, 1914, c. 708, § 3.*]

599. Expense of last sickness and burial. — If the employee leaves no dependents, the association shall pay the reasonable expense of his last sickness and burial, which shall not exceed two hundred dollars. [*Acts, 1911, c. 751, Pt. II, § 8.*]

600. Guardian, etc., may claim right in certain cases. — If an injured employee is mentally incompetent or is a minor at the time when any right or privilege accrues to him under this act, his guardian or next friend may in his behalf claim and exercise such right or privilege. [*Acts, 1911, c. 751, Pt. II, § 14.*]

601. Misconduct of employee to prohibit compensation. — If the employee is injured by reason of his serious and wilful misconduct, he shall not receive compensation. [*Acts, 1911, c. 751, Pt. II, § 2.*]

602. Injuries received through employer's misconduct. — If the employee is injured by reason of the serious and wilful misconduct of a subscriber or of any person regularly entrusted with and exercising the powers of superintendence, the amounts of compensation provided [in *Acts, 1911, c. 751* as amended] shall be doubled. In such case the subscriber shall repay to the association the extra compensation paid to the employee. If a claim is made under this section the subscriber shall be allowed to appear and defend against such claim only. [*Acts, 1911, c. 751, Pt. II, § 3, as am. by Acts, 1912, c. 571, § 1.*]

603. Right of action waived in certain cases. — An employee of a subscriber shall be held to have waived his right of action at common law to recover damages for personal injuries if he shall not have given his employer, at the time of his contract of hire, notice in writing [in such manner as the industrial accident board may approve, see *Acts, 1912, c. 666, § 2*] that he claimed such right, or if the contract of hire was made before the employer became a subscriber, if the employee shall not have given the said notice within thirty days of notice of such subscription. An employee who has given notice to his employer that he claimed his right of action at common law may waive such claim by a notice in writing [in such manner as the industrial accident board may approve, see *Acts, 1912, c. 666, § 2*] which shall take effect five days after it is delivered to the employer or his agent. [*Acts, 1911, c. 751, Pt. I, § 5.*]

604. Claims to be in writing, etc. — The claim for compensation shall be in writing and shall state the time, place, cause and nature of the injury; it shall be signed by the person injured or by a person in his behalf, or, in the event of his death,

by his legal representative or by a person in his behalf, or by a person to whom payments may be due under this act or by a person in his behalf, and shall be filed with the industrial accident board. The failure to make a claim within the period prescribed by [the following section] shall not be a bar to the maintenance of proceedings under this act if it is found that it was occasioned by mistake or other reasonable cause. [*Acts, 1911, c. 751, Pt. II, as am. by Acts, 1912, c. 571, § 5.*]

605. Notice of injury to be given, etc. — No proceedings for compensation for an injury under this act shall be maintained unless a notice of the injury shall have been given to the association or subscriber as soon as practicable after the happening thereof, and unless the claim for compensation with respect to such injury shall have been made within six months after the occurrence of the same; or, in case of the death of the employee, or in the event of his physical or mental incapacity, within six months after death or the removal of such physical or mental incapacity. [*Acts, 1911, c. 751, Pt. II, § 15.*]

606. Notice of injury to be in writing. — The said notice shall be in writing, and shall state in ordinary language the time, place and cause of the injury, and shall be signed by the person injured, or by a person in his behalf, or, in the event of his death, by his legal representative or by a person in his behalf, or by a person to whom payments may be due under this act or by a person in his behalf. Any form of written communication signed by any person who may give the notice as above provided, which contains the information that the person has been so injured, giving the time, place and cause of the injury, shall be considered a sufficient notice. [*Acts, 1911, c. 751, Pt. II, § 16, as last am. by Acts, 1912, c. 571, § 3.*]

607. Serving of notice. — The notice shall be served upon the association, or an officer or agent thereof, or upon the subscriber, or upon one subscriber, if there are more subscribers than one, or upon any officer or agent of a corporation if the subscriber is a corporation, by delivering the same to the person on whom it is to be served, or leaving it at his residence or place of business, or by sending it by registered mail addressed to the person or corporation on whom it is to be served, at his last known residence or place of business. [*Acts, 1911, c. 751, Pt. II, § 17.*]

608. Notice not to be invalid by reason of inaccuracy, etc. — A notice given under the provisions of [*Acts, 1911, c. 751*] shall not be held invalid or insufficient by reason of any inaccuracy in stating the time, place or cause of the injury, unless it is shown that it was the intention to mislead and the association was in fact misled thereby. Want of notice shall not be a bar to proceedings under this act, if it be shown that the association, subscriber, or agent had knowledge of the injury. [*Acts, 1911, c. 751, Pt. II, § 18.*]

609. Agreements, etc. — If the association and the injured employee reach an agreement in regard to compensation under this act, a memorandum of the agreement shall be filed with the industrial accident board and, if approved by it, thereupon the memorandum shall for all purposes be enforceable under the provisions of [paragraph 616]. Such agreements shall be approved by said board only when the terms conform to the provisions of this act. [*Acts, 1911, c. 751, Pt. III, § 4, as am. by Acts, 1912, c. 571, § 9.*]

610. Committee of arbitration. — If the association and the injured employee fail to reach an agreement in regard to compensation under this act, or if they have reached such an agreement, which has been signed and filed in accordance with the provisions of this act, and compensation has been paid or is due in accordance

therewith and the parties thereto then disagree as to the continuance of any weekly payments under such agreement, either party may notify the industrial accident board who shall thereupon call for the formation of a committee of arbitration. The committee of arbitration shall consist of three members, one of whom shall be a member of the industrial accident board, and shall act as chairman. The other two members shall be named, respectively, by the two parties. If the subscriber has appeared under the provisions of [the above paragraph, 602], the member named by the association shall be subject to his approval. If a vacancy occurs it shall be filled by the party whose representative is unable to act. . . . [Acts, 1911, c. 751, Pt. III, § 5, as last am. by Acts, 1914, c. 708, § 9.]

611. Arbitrators to be sworn. — . . . The arbitrators appointed by the parties shall be sworn by the chairman as follows: I do solemnly swear that I will faithfully perform my duty as arbitrator and will not be influenced in my decision by any feeling of friendship or partiality toward either party. So help me God. [Acts, 1911, c. 751, Pt. III, § 5, as last am. by Acts, 1914, c. 708, § 9.]

612. Board to appoint committee of arbitration. — It shall be the duty of the industrial accident board, upon notification that the parties have failed to reach an agreement, to request both parties to appoint their respective representatives on the committee of arbitration. The board shall designate one of its members to act as chairman, and, if either party does not appoint its member on this committee within seven days after notification, as above provided, or after a vacancy has occurred, the board or any member thereof shall fill the vacancy and notify the parties to that effect. [See paragraph 610.] [Acts, 1911, c. 751, Pt. III, § 6, as am. by Acts, 1912, c. 571, § 11.]

613. Inquiries and investigations to be made, etc. — The committee on arbitration shall make such inquiries and investigations as it shall deem necessary. The hearings of the committee shall be held in the city or town where the injury occurred, and the decision of the committee, together with a statement of the evidence submitted before it, its findings of fact, rulings of law and any other matters pertinent to questions arising before it shall be filed with the industrial accident board. Unless a claim for a review is filed by either party within seven days, the decision shall be enforceable under the provisions of [paragraph 616.] [Acts, 1911, c. 751, Pt. III, § 7, as am. by Acts, 1912, c. 571, § 12.]

614. Fee of arbitrators. — The arbitrators named by or for the parties to the dispute shall each receive five dollars as a fee for his services, but the industrial accident board or any member thereof may allow additional reasonable amounts in extraordinary cases. The fees shall be paid by the association, which shall deduct an amount equal to one third of the sum from any compensation found due to the employee. [Acts, 1911, c. 751, Pt. III, § 9.]

615. Claim for review. — If a claim for a review is filed, as provided in [Acts, 1911, c. 751, Pt. III, § 7], the board shall hear the parties and may hear evidence in regard to any or all matters pertinent thereto and may revise the decision of the committee in whole or in part, or may refer the matter back to the committee for further findings of fact, and shall file its decision with the records of the proceedings and notify the parties thereof. No party shall as a matter of right be entitled to a second hearing upon any question of fact. [Acts, 1911, c. 751, Pt. III, § 10, as am. by Acts, 1912, c. 571, § 13.]

616. Superior court to render a decree, etc. — Any party in interest may

present certified copies of an order or decision of the board, a decision of an arbitration committee from which no claim for review has been filed within the time allowed therefor, or a memorandum of agreement approved by the board, and all papers in connection therewith, to the superior court for the county in which the injury occurred or for the county of Suffolk, whereupon said court shall render a decree in accordance therewith and notify the parties. Such decree shall have the same effect and all proceedings in relation thereto shall thereafter be the same as though rendered in a suit duly heard and determined by said court, except that there shall be no appeal therefrom upon questions of fact, or where the decree is based upon a decision of an arbitration committee or a memorandum of agreement, and that there shall be no appeal from a decree based upon an order or decision of the board which has not been presented to the court within ten days after the notice of the filing thereof by the board. Upon the presentation to it of a certified copy of a decision of the industrial accident board ending, diminishing or increasing a weekly payment under the provisions of [the following paragraph, 617], the court shall revoke or modify the decree to conform to such decision. [*Acts, 1911, c. 751, Pt. III, § 11, as am. by Acts, 1912, c. 571, § 14.*]

617. Weekly payments may be reviewed. — Any weekly payment under this act may be reviewed by the industrial accident board, and on such review the board may, in accordance with the evidence and subject to the provisions of this act, issue any order which it deems advisable. [*Acts, 1911, c. 751, Pt. III, § 12, as am. by Acts, 1914, c. 708, § 11.*]

618. An employee who accepts payment, etc., releases the subscriber. — If an employee of a subscriber files any claim with or accepts any payment from the association on account of personal injury, or makes any agreement, or submits any question to arbitration, under this act, such action shall constitute a release to the subscriber of all claims or demands at law, if any, arising from the injury. [*Acts, 1911, c. 751, Pt. V, § 1.*]

619. Physician, fee, etc. — The industrial accident board or any member thereof may appoint a duly qualified impartial physician to examine the injured employee and to report. The fee for this service shall be five dollars and travelling expenses, but the board may allow additional reasonable amounts in extraordinary cases, and the association shall reimburse the board for the amount so paid. [*Acts, 1911, c. 751, Pt. III, § 8, as am. by Acts, 1914, c. 708, § 10.*]

620. Medical examination, etc. — After an employee has received an injury, and from time to time thereafter during the continuance of his disability he shall, if so requested by the association or subscriber, submit himself to an examination by a physician or surgeon authorized to practice medicine under the laws of the commonwealth, furnished and paid for by the association or subscriber. The employee shall have the right to have a physician provided and paid for by himself present at the examination. If he refuses to submit himself for the examination, or in any way obstructs the same, his right to compensation shall be suspended, and his compensation during the period of suspension may be forfeited. [*Acts, 1911, c. 751, Pt. II, § 19, as am. by Acts, 1912, c. 571, § 4.*]

621. Fees of attorneys, etc. — Fees of attorneys and physicians and charges of hospitals for services under this act shall be subject to the approval of the industrial accident board. If the association and any physician or hospital, or the employee and any attorney, fail to reach an agreement as to the amount to be paid for such services, either party may notify the board, which may thereupon call for the formation of

a committee of arbitration in accordance with the provisions of this act, and all proceedings thereunder shall be in accordance with the provisions of this act. [*Acts, 1911, c. 751, Pt. III, § 13, as am. by Acts, 1914, c. 708, § 12.*]

622. Right of compensation not to be waived. — No agreement by an employee to waive his rights to compensation under this act shall be valid. [*Acts, 1911, c. 751, Pt. II, § 20.*]

623. Not to be assigned, etc. — No payment under this act shall be assignable or subject to attachment, or be liable in any way for any debts. [*Acts, 1911, c. 751, Pt. II, § 21.*]

624. Savings of injured employee not to be considered. — No savings or insurance of the injured employee, independent of this act, shall be taken into consideration in determining the compensation to be paid hereunder, nor shall benefits derived from any other source than the association be considered in fixing the compensation under this act. [*Acts, 1911, c. 751, Pt. II, § 12.*]

625. Payment of cost of proceedings before arbitration board. — If the committee of arbitration, industrial accident board, or any court before whom any proceedings are brought under this act determine that such proceedings have been brought, prosecuted, or defended without reasonable ground, it shall assess the whole cost of the proceedings upon the party who has so brought, prosecuted or defended them. [*Acts, 1911, c. 751, Pt. III, § 14.*]

626. Legal liability for injuries. — Where the injury for which compensation is payable under this act was caused under circumstances creating a legal liability in some person other than the subscriber to pay damages in respect thereof, the employee may at his option proceed either at law against that person to recover damages, or against the association for compensation under this act, but not against both, and if compensation be paid under this act, the association may enforce in the name of the employee, or in its own name and for its own benefit, the liability of such other person, and in case the association recovers a sum greater than that paid by the association to the employee four fifths of the excess shall be paid over to the employee. [*Acts, 1911, c. 751, Pt. III, § 15, as am. by Acts, 1913, c. 448.*]

627. Settlement of certain questions. — All questions arising under this act, if not settled by agreement by the parties interested therein, shall, except as otherwise herein provided, be determined by the industrial accident board. The decisions of the industrial accident board shall for all purposes be enforceable under the provisions of [paragraph 616]. [*Acts, 1911, c. 751, Pt. III, § 16, as am. by Acts, 1912, c. 571, § 15.*]

628. Interest to be paid by association, etc. — Whenever any question involving the compensation of an injured employee, or his dependents, is appealed to the supreme judicial court, and the decision rendered is in favor of the employee or his dependents, interest to the date of payment shall be paid by the association on all sums due as compensation to such employee or dependents. [*Acts, 1911, c. 751, Pt. II, as last am. by Acts, 1914, c. 708, § 14.*]

629. A lump sum may be paid on agreement. — Whenever any weekly payment has been continued for not less than six months, the liability therefor may, in unusual cases where the parties agree and the board deems it to be for the best interest of the employee or his dependents, be redeemed by the payment, in whole or in part, by the association of a lump sum which shall be fixed by the board, but in no case to exceed the amount provided by this act. The board may, however, in

its discretion at any time in the case of a minor who has received permanently disabling injuries, either partial or total, provide that he be compensated in whole or in part, by the payment of a lump sum, the amount of which shall be fixed by the board, but in no case to exceed the amount provided by this act. [*Acts, 1911, c. 751, Pt. II, § 22, as am. by Acts, 1914, c. 708, § 8.*]

630. Records of injuries to employees to be kept. — Every employer shall hereafter keep a record of all injuries, fatal or otherwise, received by his employees in the course of their employment. Within forty-eight hours, not counting Sundays and legal holidays, after the occurrence of an injury, a report thereof shall be made in writing to the industrial accident board on blanks to be procured from the board for the purpose. Upon the termination of the disability of the injured employee, the employer shall make a supplemental report upon blanks to be procured from the board for that purpose. If the disability extends beyond a period of sixty days, the employer shall report to the board at the end of such period that the injured employee is still disabled, and upon the termination of the disability shall file a final supplemental report as provided above.

The said reports shall contain the name and nature of the business of the employer, the situation of the establishment, the name, age, sex, and occupation of the injured employee, and shall state the date and hour of any accident causing the injury, the nature and cause of the injury, and such other information as may be required by the board.

Any employer who refuses or neglects to make the report required by this section shall be punished by a fine of not more than fifty dollars for each offence.

Copies of all reports of injuries filed by employers with the industrial accident board and all statistics and data compiled therefrom shall be kept available by the said board, and shall be furnished on request to the state board of labor and industries for its own use.

Within sixty days after the termination of the disability of the injured employee, the association or other party liable to pay the compensation provided for by Part II of this act shall file with the board a statement showing the total payments made or to be made for compensation and for medical services for such injured employee. [*Acts, 1911, c. 751, Pt. III, § 18, as am. by Acts, 1913, c. 746, § 1.*]

631. Proceedings in case of contract work, etc. — If a subscriber enters into a contract, written or oral, with an independent contractor to do such subscriber's work, or if such a contractor enters into a contract with a sub-contractor to do all or any part of the work comprised in such contract with the subscriber, and the association would, if such work were executed by employees immediately employed by the subscriber, be liable to pay compensation under this act to those employees, the association shall pay to such employees any compensation which would be payable to them under this act if the independent or sub-contractors were subscribers. The association, however, shall be entitled to recover indemnity from any other person who would have been liable to such employees independently of this section, and if the association has paid compensation under the terms of this section, it may enforce in the name of the employee, or in its own name and for the benefit of the association, the liability of such other person. This section shall not apply to any contract of an independent or sub-contractor which is merely ancillary and incidental to, and is no part of or process in, the trade or business carried on by the subscriber, nor to any case where the injury occurred elsewhere than on, in, or about the premises on

which the contractor has undertaken to execute the work for the subscriber or which are under the control or management of the subscriber. [*Acts, 1911, c. 751, Pt. III, § 17.*]

632. Certain defenses removed in an action to recover damages. — In an action to recover damages [from an employer who is not insured under the provisions of the workmen's compensation act, *Acts, 1911, c. 751,*] for personal injury sustained by an employee in the course of his employment, or for death resulting from personal injury so sustained, it shall not be a defense:

1. That the employee was negligent;

2. That the injury was caused by the negligence of a fellow employee;

3. That the employee had assumed the risk of the injury. [See paragraph 636.]

[*Acts, 1911, c. 751, Pt. I, § 1.*]

633. Law not to apply in certain cases. — The provisions of [the preceding] section . . . shall not apply to actions to recover damages for personal injuries sustained by domestic servants and farm laborers. [*Acts, 1911, c. 751, Pt. I, § 2.*]

634. Law not to apply in other cases. — The provisions of section one [of this act, see paragraph 632] shall not apply to actions to recover damages for personal injuries sustained by employees of [an employer who is insured under the provisions of the workmen's compensation act, *Acts, 1911, c. 751,* see paragraph 589]. [*Acts, 1911, c. 751, Pt. I, § 3.*]

635. Certain employees not affected. — The provisions of *Acts, 1909, c. 514, §§ 127 to 135, inclusive, and of §§ 141 to 143, inclusive, and of any acts in amendment thereof,* shall not apply to employees of a subscriber while this act is in effect. [*Acts, 1911, c. 751, Pt. I, § 4.*]

636. Presumption of due care. — In all actions, civil or criminal, to recover damages for injuries to the person or property or for causing the death of a person, the person injured or killed shall be presumed to have been in the exercise of due care, and contributory negligence on his or her part shall be an affirmative defence to be set up in the answer of, and proved by the defendant. [*Acts, 1914, c. 553, § 1.*]

637. Not to be retroactive. — This act shall take effect upon its passage, but shall apply only to actions or causes of action hereafter accruing. [*Acts, 1914, c. 553, § 3.*]

MASSACHUSETTS EMPLOYEES INSURANCE ASSOCIATION.

638. Association created. — The Massachusetts Employees Insurance Association is hereby created a body corporate with the powers provided in this act and with all the general corporate powers incident thereto. [*Acts, 1911, c. 751, Pt. IV, § 1.*]

639. Board of directors. — The board of directors of the association shall consist of not less than fifteen members, to be elected by ballot by the members, who shall hold office for such term or terms as the by-laws may provide in accordance with the provisions of *Acts, 1907, c. 576, § 26,* and until their successors are elected. [*Acts, 1911, c. 751, Pt. IV, § 2, as am. by Acts, 1914, c. 338.*]

640. Powers of the board. — Until the first meeting of the subscribers the board of directors shall have and exercise all the powers of the subscribers, and may adopt by-laws not inconsistent with the provisions of this act, which shall be in effect until amended or repealed by the subscribers. [*Acts, 1911, c. 751, Pt. IV, § 3.*]

641. Officers of the board. — The board of directors shall annually choose by

ballot a president, who shall be a member of the board, a secretary, a treasurer, and such other officers as the by-laws shall provide. [*Acts, 1911, c. 751, Pt. IV, § 4.*]

642. Quorum. — Seven or more of the directors shall constitute a quorum for the transaction of business. . . . [*Acts, 1911, c. 751, Pt. IV, § 5.*]

643. Vacancies. — . . . Vacancies in any office may be filled in such manner as the by-laws shall provide. [*Acts, 1911, c. 751, Pt. IV, § 5.*]

644. Any employer may be a subscriber. — Any employer in the commonwealth may become a subscriber. [*Acts, 1911, c. 751, Pt. IV, § 6.*]

645. First meeting of the board. — The board of directors shall, within thirty days of the subscription of twenty-five employers, call the first meeting of the subscribers by a notice in writing mailed to each subscriber at his place of business not less than ten days before the date fixed for the meeting. [*Acts, 1911, c. 751, Pt. IV, § 7.*]

646. Number of votes to which each subscriber is entitled. — In any meeting of the subscribers each subscriber shall be entitled to one vote, and if a subscriber has five hundred employees to whom the association is bound to pay compensation he shall be entitled to two votes, and he shall be entitled to one additional vote for each additional five hundred employees to whom the association is bound to pay compensation, but no subscriber shall cast, by his own right or by the right of proxy, more than twenty votes. [*Acts, 1911, c. 751, Pt. IV, § 8.*]

647. Issue of policies. — No policy shall be issued by the association until not less than one hundred employers have subscribed, who have not less than ten thousand employees to whom the association may be bound to pay compensation. [*Acts, 1911, c. 751, Pt. IV, § 9.*]

Conditions of issuance. — No policy shall be issued until a list of the subscribers, with the number of employees of each, together with such other information as the insurance commissioner may require, shall have been filed at the insurance department, nor until the president and secretary of the association shall have certified under oath that every subscription in the list so filed is genuine and made with an agreement by every subscriber that he will take the policies subscribed for by him within thirty days of the granting of a license to the association by the insurance commissioner to issue policies. [*Acts, 1911, c. 751, Pt. IV, § 10.*]

Number of subscribers. — If the number of subscribers falls below one hundred, or the number of employees to whom the association may be bound to pay compensation falls below ten thousand, no further policies shall be issued until other employers have subscribed who, together with existing subscribers, amount to not less than one hundred who have not less than ten thousand employees, said subscriptions to be subject to the provisions contained in the preceding section. [*Acts, 1911, c. 751, Pt. IV, § 11.*]

648. Duties of the insurance commissioner. — Upon the filing of the certificate provided for in the two preceding sections the insurance commissioner shall make such investigation as he may deem proper and, if his findings warrant it, grant a license to the association to issue policies. [*Acts, 1911, c. 751, Pt. IV, § 12.*]

649. Subscribers to be distributed in groups. — The board of directors shall distribute the subscribers into groups in accordance with the nature of the business and the degree of the risk of injury. . . . [*Acts, 1911, c. 751, Pt. IV, § 13.*]

650. Payment of premiums. — . . . Subscribers within each group shall annually pay in cash, or notes absolutely payable, such premiums as may be required

to pay the compensation herein provided for the injuries which may occur in that year. [*Acts, 1911, c. 751, Pt. IV, § 13.*]

651. Liability of subscribers. — The association may in its by-laws and policies fix the contingent mutual liability of the subscribers for the payment of losses and expenses not provided for by its cash funds; but such contingent liability of a subscriber shall not be less than an amount equal to and in addition to the cash premium. [*Acts, 1911, c. 751, Pt. IV, § 14.*]

652. Assessments. — If the association is not possessed of cash funds above its unearned premiums sufficient for the payment of incurred losses and expenses, it shall make an assessment for the amount needed to pay such losses and expenses upon the subscribers liable to assessment therefor in proportion to their several liability.

Every subscriber shall pay his proportional part of any assessments which may be laid by the association, in accordance with law and his contract, on account of injuries sustained and expenses incurred while he is a subscriber. [*Acts, 1911, c. 751, Pt. IV, § 15.*]

653. Dividends. — The board of directors may, from time to time, by vote fix and determine the amount to be paid as a dividend upon policies expiring during each year after retaining sufficient sums to pay all the compensation which may be payable on account of injuries sustained and expenses incurred. . . . [*Acts, 1911, c. 751, Pt. IV, § 16.*]

654. All funds available for payment of claims. — . . . All premiums, assessments, and dividends shall be fixed by and for groups as heretofore provided in accordance with the experience of each group, but all of the funds of the association and the contingent liability of all the subscribers shall be available for the payment of any claim against the association. [*Acts, 1911, c. 751, Pt. IV, § 16.*]

655. Insurance commissioner to approve premiums, etc. — Any proposed premium, assessment, dividend or distribution of subscribers shall be filed with the insurance department and shall not take effect until approved by the insurance commissioner after such investigation as he may deem necessary. [*Acts, 1911, c. 751, Pt. IV, § 17.*]

656. Powers of insurance commissioner in certain cases. — The insurance commissioner may withdraw his approval of any premium or distribution of subscribers given by him to the Massachusetts Employees Insurance Association under the provisions of [the preceding] section or of any premium or rate made by an insurance company and approved by him under the provisions of Acts, 1911, c. 751, Pt. V, § 3, as amended by Acts, 1912, c. 571, § 17. [*Acts, 1912, c. 666, § 1.*]

657. Rules and regulations for the prevention of injuries, etc. — The board of directors shall make and enforce reasonable rules and regulations for the prevention of injuries on the premises of subscribers, and for this purpose the inspectors of the association shall have free access to all such premises during regular working hours. . . . [*Acts, 1911, c. 751, Pt. IV, § 18.*]

658. Rules may be reviewed. — . . . Any subscriber or employee aggrieved by any such rule or regulation may petition the industrial accident board for a review, and it may affirm, amend, or annul the rule or regulation. [*Acts, 1911, c. 751, Pt. IV, § 18.*]

659. False oath of officer, etc. — If any officer of the association shall falsely

make oath to any certificate required to be filed with the insurance commissioner, he shall be guilty of perjury. [*Acts, 1911, c. 751, Pt. IV, § 19.*]

660. Certain notice to be given to employees, etc. — Every subscriber shall, as soon as he secures a policy, give notice, in writing or print, to all persons under contract of hire with him that he has provided for payment to injured employees by the association. [*Acts, 1911, c. 751, Pt. IV, § 20.*]

661. Notice to be given in certain cases, etc. — Every subscriber shall give notice in writing or print to every person with whom he is about to enter into a contract of hire that he has provided for payment to injured employees by the association. If an employer ceases to be a subscriber he shall, on or before the day on which his policy expires, give notice thereof in writing or print to all persons under contract with him. In case of the renewal of the policy no notice shall be required under the provisions of this act. He shall file a copy of said notice with the industrial accident board. The notices required by this and the preceding section may be given in the manner therein provided or in such other manner as may be approved by the industrial accident board. [*Acts, 1911, c. 751, Pt. IV, § 21, as am. by Acts, 1912, c. 571, § 16.*]

662. Subscribers may be reimbursed in certain cases. — If a subscriber, who has complied with all the rules, regulations and demands of the association, is required by any judgment of a court of law to pay to an employee any damages on account of personal injury sustained by such employee during the period of subscription, the association shall pay to the subscriber the full amount of such judgment and the cost assessed therewith, if the subscriber shall have given the association notice in writing of the bringing of the action upon which the judgment was recovered and an opportunity to appear and defend the same. [*Acts, 1911, c. 751, Pt. IV, § 22.*]

663. Certain provisions of law to apply. — The provisions of Acts, 1907, c. 576, and of acts in amendment thereof shall apply to the association, so far as such provisions are pertinent and not in conflict with the provisions of this act, except that the corporate powers shall not expire because of failure to issue policies or make insurance. [*Acts, 1911, c. 751, Pt. IV, § 23.*]

664. Expenses of the board to be approved by the governor and council. — The board of directors appointed by the governor under the provisions of Part IV, § 2, [of this act], may incur such expenses in the performance of its duties as shall be approved by the governor and council. Such expenses shall be paid from the treasury of the commonwealth and shall not exceed in amount the sum of fifteen thousand dollars. [*Acts, 1911, c. 751, Pt. IV, § 24.*]

665. Not to apply in certain cases. — The provisions of this act shall not apply to injuries sustained prior to the taking effect thereof. [*Acts, 1911, c. 751, Pt. V, § 5.*]

666. Insurance rates to continue to apply to several classifications, etc. — All insurance rates under [Acts, 1911, c. 751 and amendments] thereof and in addition thereto, now on file and approved by the insurance commissioner, shall continue to apply to the several classifications after the taking effect of the provisions of this act, unless the insurance commissioner withdraws approval in accordance with the provisions of Acts, 1912, c. 666. [*Acts, 1914, c. 708, § 16.*]

667. Advances from the treasury. — For the purpose of enabling the Massachusetts Employees Insurance Association to carry out the provisions of Acts, 1911, c. 751, Pt. IV, the treasurer and receiver general, from time to time, within one year

after the date of the passage of this act, may advance to the said association from the treasury of the commonwealth sums of money not exceeding in the aggregate one hundred thousand dollars. For the moneys so advanced the association shall execute and deliver to the treasurer its promissory notes payable to the order of the commonwealth within four years after the respective dates thereof, with interest at the rate of four per cent per annum, payable semi-annually. The notes shall be signed by the treasurer of said association and countersigned by its president, and shall be payable either serially or by instalments, so that at least one fourth of the aggregate indebtedness shall be paid in each calendar year, beginning with the first day of January, nineteen hundred and thirteen. [*Acts, 1912, c. 721, § 1.*]

668. The treasurer and receiver general may borrow money, etc. — The treasurer and receiver general is hereby authorized to borrow upon the credit of the commonwealth, from time to time, such amounts as may be necessary to cover the advances authorized in section one of this act. All money so borrowed shall be deposited in the state treasury, and the treasurer and receiver general shall pay out the same as ordered by said association, and shall keep a separate and accurate account of all sums so borrowed and advanced. [*Acts, 1912, c. 721, § 2.*]

669. Application of certain provisions of law. — The provisions of Acts, 1911, c. 751, Pt. IV, in regard to assessments to provide for the payment of losses and expenses shall also apply to and authorize assessments, so far as they may be necessary, for the payment of said notes and of the interest thereon. [*Acts, 1912, c. 721, § 3.*]

670. Issue of notes not to be considered as showing a deficiency, etc. — Notes issued under the provisions of this act shall not be considered as rendering the association deficient in funds, so long as the liability of subscribers to assessment exceeds the amount of said notes less the proceeds of said notes still in the hands of the association. [*Acts, 1912, c. 721, § 4.*]

671. Association and insurance companies to furnish information on request. — The [Massachusetts Employees Insurance] Association and all insurance companies insuring employees under the provisions of this act shall, at the request of the industrial accident board, furnish to said board in writing any information required in connection with the administration by said board of said act, including any statistical facts and figures and the names of all employers insured by them. [*Acts, 1911, c. 751, Pt. V, as am. by Acts, 1914, c. 708, § 15.*]

OTHER INSURANCE AGAINST INDUSTRIAL INJURIES.

672. Rights of liability insurance companies, etc. — Any liability insurance company authorized to do business within this commonwealth shall have the same right as the association to insure the liability to pay the compensation provided for by Part II of this act, and when such liability company issues a policy conditioned to pay such compensation the holder of such policy shall be regarded as a subscriber so far as applicable within the meaning of this act, and when any such company insures such payment of compensation it shall be subject to the provisions of Pts. I, II, III, and V and of § 22 of Pt. IV of this act, and shall file with the insurance department its classifications of risks and premiums relating thereto and any subsequent proposed classifications or premiums, none of which shall take effect until the insurance commissioner has approved the same as adequate for the risks to which they respect-

ively apply. [See paragraphs 655 and 656.] [*Acts, 1911, c. 751, Pt. V, § 3, as am. by Acts, 1912, c. 571, § 17.*]

673. Payment of losses under casualty insurance. — In respect to every contract of insurance made between an insurance company and any person, firm or corporation, by which such person, firm or corporation is insured against loss or damage on account of the bodily injury or death by accident of any person, for which loss or damage such person, firm or corporation is responsible, whenever a loss occurs on account of a casualty covered by such contract of insurance, the liability of the insurance company shall become absolute, and the payment of said loss shall not depend upon the satisfaction by the assured of a final judgment against him for loss, or damage, or death, occasioned by said casualty. No such contract of insurance shall be cancelled or annulled by any agreement between the insurance company and the assured after the said assured has become responsible for such loss or damage, and any such cancellation or annulment shall be void. [*Acts, 1914, c. 464, § 1.*]

674. Judgment creditor entitled to insurance money. — Upon the recovery of a final judgment against any person, firm or corporation by any person, including administrators or executors, for loss or damage on account of bodily injury or death, if the defendant in such action was insured against said loss or damage at the time when the right of action arose, the judgment creditor shall be entitled to have the insurance money, provided for in the contract of insurance between the insurance company and the defendant, applied to the satisfaction of the judgment, and if the judgment is not satisfied within thirty days after the date when it is rendered, the judgment creditor may proceed in equity against the defendant and the insurance company to reach and apply the insurance money to the satisfaction of the judgment. [*Acts, 1914, c. 464, § 2.*]

675. Issuing of policies covering accidental bodily injury or disease. — No policy of insurance against loss or damage from disease or by the bodily injury or death by accident of the assured shall be issued or delivered in this commonwealth (a) until a copy of the policy and the table of rates or manual of risks of the company has been filed at least thirty days with the insurance commissioner, unless before the expiration of said thirty days the insurance commissioner shall have approved the policy in writing; nor (b) if the insurance commissioner notifies the company in writing that in his opinion the form of said policy does not comply with the requirements of the laws of this commonwealth, specifying the reasons for his opinion, provided that upon the petition of the company the opinion of the insurance commissioner shall be subject to review by the supreme judicial court of this commonwealth; nor (c) shall such policy be so issued or delivered unless every part is plainly printed in type not smaller than long primer or ten point type; nor (d) unless there is printed on the first page thereof and on its filing back in type not smaller than eighteen point or great primer, a brief description of the policy; nor (e) unless the exceptions be printed with the same prominence as the benefits to which such exceptions apply; nor (f) unless it contains in substance the following provisions:

1. A provision that such policy, with a copy of the application therefor, if any, and of such other papers as may be attached to or endorsed thereon shall constitute the whole contract of insurance, except as the same may be affected by any table of rates or classification of risks filed by the company with the insurance commissioner.

2. A provision that no statement made by the applicant for insurance, which statement is not incorporated in or endorsed on the policy issued to such applicant shall avoid the policy or be used in evidence, and that no provision of the charter, constitution or by-laws shall be used in defence of any claims arising under any such policy unless such provisions are incorporated in full in the policy; but this requirement shall not be deemed to apply to the table of rates or manual of classification of risks of any company filed with the insurance commissioner prior to the date of the occurrence of the injury or commencement of the sickness for which indemnity is claimed.

3. A provision that specifies the time within which notice of accident or disability shall be given, which time shall not be less than twenty days from the date of the accident nor less than ten days from the date of the beginning of the disability from sickness upon which the claim is based: *provided, however*, that in case of accidental death, immediate notice thereof may be required, unless the notice as herein specified may be shown not to have been reasonably possible.

4. A provision that notice of a claim for indemnity shall be deemed sufficient when given to the office or agent of the company specified in the policy.

5. A provision that under every such policy, if a past due premium shall be accepted by the company or by a branch office or by a duly authorized agent of the company in the city, town or county in which the insured shall reside, or by the duly authorized agent of the company who accepted the last premium on the policy, if so authorized at the time of the acceptance of the past due premium, such acceptance shall reinstate the policy in full as to disability resulting from accidental bodily injuries thereafter sustained, but shall only reinstate the policy as to disability from disease beginning more than ten days after the date of such acceptance.

6. A provision that if the insured is injured or contracts disease after having changed his occupation to one classified by the company as more hazardous than that stated in the policy, or while he is doing any act or thing pertaining to any occupation so classified, except ordinary duties about his residence or while engaged in recreation, the company will pay such proportion of the indemnities provided in the policy as the premium paid would have purchased at the rate but within the limits fixed by the company for such more hazardous occupation according to the company's rates and classification of risks filed with the insurance commissioner in this commonwealth prior to the occurrence of the injury or the commencement of the disease for which indemnity is claimed.

7. A provision that the company will pay the benefits promised within not more than sixty days of the receipt by it of due proofs of death or disability.

8. A provision that the policy may be cancelled at any time by the company by written notice delivered to the insured or mailed to him at his last address as shown by the records of the company and the tender of the company's check for the unearned portion of the premium, but that such cancellation shall be without prejudice to any claim arising on account of disability commencing prior to the date on which the cancellation takes effect.

9. A provision specifying the time within which proofs of claim shall be furnished to the company, which time shall be not less than ninety days from the date of death, dismemberment or loss of sight or from the termination of any other disability. [*Acts, 1910, c. 493, § 1.*]

676. Policies not to contain certain provisions. — No policy insuring against

accidental bodily injuries or disease or death from accident shall be issued or delivered in this commonwealth if it contains in substance any of the following provisions:

1. A provision limiting the time within which an action at law or in equity may be begun to less than two years from the date when the final proof of claim is filed with the company.

2. A provision that shall authorize the deduction of any premium or assessment from any indemnity payable under the terms of the policy, except such premium or assessment as may be due or covered by written order or note at the time of payment of the indemnity.

3. A provision limiting the amount of indemnity to be paid to a sum less than the indemnity as stated in the policy and for which the premium has been paid: *provided, however*, that if the assured shall carry other insurance covering the hazard without giving written notice to the companies, corporations or associations issuing the policies, then and in that case each company, corporation or association may stipulate that it will be liable only for such proportionate amount of benefits as the indemnity promised bears to the total amount of indemnity in all the policies covering such hazard and for the return of such part of the premium paid as shall exceed the pro rata of the premium for the benefits paid. [*Acts, 1910, c. 493, § 2.*]

677. Not to apply to certain societies, etc. — This act shall not apply to or affect fraternal beneficiary associations, societies, or orders with representative form of government operating on a lodge system, or those whose members when admitted are residents of this commonwealth, or the beneficiary certificates or policies issued by them. [*Acts, 1910, c. 493, § 3.*]

678. Policies issued in violation of this act to be valid, etc. — A policy issued in violation of this act shall be valid, but the rights, duties and obligations of all parties thereto shall be governed by the provisions of this act. [*Acts, 1910, c. 493, § 4.*]

679. Policies issued by foreign companies may contain certain provisions, etc. — The policies of insurance against accidental injury or disease issued by a company not organized under the laws of this commonwealth may, when issued in this commonwealth, contain any provision which the law of the state, territory or district of the United States under which the company is organized prescribes shall be in such policies; and the policies of insurance against accidental injury or disease of a company organized under the laws of this commonwealth may, when issued or delivered in any other state, territory, district or country, contain any provision required by the laws of the state, territory, district or country in which the same are issued, anything in this act to the contrary, notwithstanding. [*Acts, 1910, c. 493, § 5.*]

680. Certain policies not affected. — Nothing in this act shall apply to or affect any general or blanket policy of insurance issued to any municipal corporation or department thereof, or to any corporation, co-partnership, association or individual employer, police or fire department, underwriters corps, salvage bureau, or like associations or organizations, where the officers, members or employees or classes or departments thereof are insured against specified accidental bodily injuries or diseases while exposed to the hazards of the occupation or otherwise, for a premium intended to cover the risks of all persons insured under such policy. [*Acts, 1910, c. 493, § 6.*]

681. Penalty. — Any company or association to which this act applies, or any officer thereof which issues or delivers in this commonwealth any accident or health

policy or contract in wilful violation of the provisions of this act, shall be punished by a fine of not more than five hundred dollars for each offence, and the insurance commissioner may proceed against the company or association, or its officers or agents in the manner provided in Acts, 1907, c. 576, § 7. [*Acts, 1910, c. 493, § 7.*]

682. Providing for the appointment of a special commission. — *Resolved*, That the governor, with the advice and consent of the council, shall appoint a special commission of three persons, one of whom shall be the insurance commissioner, to investigate the practices of insurance companies and their rates in workmen's compensation and other insurance, with a view to determining whether or not any monopoly or combination exists in the insurance business; also, whether the rates charged by insurance companies for workmen's compensation and other insurance are reasonable, and to what extent government regulation of insurance rates is desirable.

The commission shall serve without compensation, but may incur such expenses, not exceeding four thousand dollars, as the governor and council shall approve. [*Res., 1914, c. 160.*]

PUBLIC EMPLOYEES, COMPENSATION FOR INJURIES TO.

683. Compensating certain public employees for injuries. — The commonwealth shall and any county, city or town, or district having the power of taxation, may pay the compensation provided by Acts, 1911, c. 751, Pt. II, and acts in amendment thereof and in addition thereto to such laborers, workmen and mechanics employed by it as receive injuries arising out of and in the course of their employment, or, in case of death resulting from any such injury, may pay compensation as provided in sections 6, 7 and 8 of said Pt. II, and in any amendments thereof, to the persons thereto entitled. [*Acts, 1913, c. 807, § 1.*]

684. Procedure and jurisdiction, etc. — Procedure under this act and the jurisdiction of the industrial accident board shall be the same as under the provisions of [Acts, 1911, c. 751] and the commonwealth or a county, city, town or district which accepts the provisions of this act shall have the same rights in proceedings under said chapter as the association thereby created. The treasurer and receiver general, or the treasurer or officer having similar duties of a county, city, town or district which accepts the provisions of this act, shall pay any compensation awarded for injury to any person in its employment upon proper vouchers without any further authority. [*Acts, 1913, c. 807, § 2.*]

685. Act to be submitted to voters. — Counties, cities, towns, and districts having the power of taxation, may accept the provisions of this act by vote of a majority of those legal voters who vote on the question of its acceptance at an annual meeting or election as hereinafter provided. In towns and districts which have an annual meeting of the legal voters, this act shall be submitted for acceptance to the voters of the town or district at the next annual meeting after its passage. In cities, and in towns which do not have annual meetings, this act shall be submitted to the voters at the next municipal election, and in counties and in districts which do not have an annual meeting, at the next state election after its passage. . . . [*Acts, 1913, c. 807, § 3.*]

686. Time extended for submitting act to voters. — Towns and districts which have an annual meeting of the legal voters, and which, for any cause, failed to submit chapter eight hundred and seven of the acts of the year nineteen hundred and thirteen, being "An Act to provide for compensating certain public employees

for injuries sustained in the course of their employment", for acceptance to the voters of the town or district at the next annual meeting after the passage of said act, may submit said act for acceptance by the legal voters of the town or district at the annual meeting in the year nineteen hundred and fifteen, and such submission and the vote thereon shall have the same effect as if the act had been submitted at the next annual meeting of the town or district after the passage of said act. [*Acts, 1914, c. 618.*]

687. Question to be printed on ballot. — . . . At every such election, and at every annual meeting where ballots are used, the following question shall be printed on the ballot:

"Shall chapter [807] of the acts of nineteen hundred and thirteen, being an act to provide for compensating laborers, workmen and mechanics for injuries sustained in public employment, and to exempt from legal liability counties and municipal corporations which pay such compensation, be accepted by the inhabitants of this (county, city, town, water district, fire district, etc.) of

YES.	
NO.	

?"

The vote shall be canvassed by the county commissioners, city council or commission, or selectmen, or, in the case of a district, by the district commissioners or other governing board of the district. . . . [*Acts, 1913, c. 807, § 3.*]

688. Result of vote to be posted. — . . . A notice stating the result of the vote shall be posted in the county court house, or city or town hall, or, in the case of a district, in the public building where the employees of the district are paid. . . . [*Acts, 1913, c. 807, § 3.*]

689. Acceptance of act exempts from liability. — . . . Except as provided in [paragraph 690], a county, city, town or district which accepts the provisions of this act shall not be liable in any action for a personal injury sustained by a laborer, workman or mechanic in the course of his employment by such county, city, town or district, or for death resulting from such injury. [*Acts, 1913, c. 807, § 3.*]

690. Waiver of right of action, etc. — A laborer, workman or mechanic entering or remaining in the service of a county, city, town or district, who would, if injured, have a right of action against the county, city, town or district by existing law, may, if the county, city, town or district has accepted the provisions of this act before he enters its service, or accepts them afterward, claim or waive his right of action as provided in [*Acts, 1911, c. 751, Pt. I, § 5, as am.*], and shall be deemed to have waived such right of action unless he claims it. Section four of said Part I shall apply to actions by laborers, workmen or mechanics employed by a county, city, town or district which accepts the provisions of this act. [*Acts, 1913, c. 807, § 4.*]

691. Persons not to receive both pension and compensation for same injury, etc. — Any person entitled to receive from the commonwealth or from a county, city, town or district the compensation provided by Part II of said c. 751, who is also entitled to a pension by reason of the same injury, shall elect whether he will receive such compensation or such pension, and shall not receive both. In case a person entitled to such compensation from the commonwealth or from a county, city, town or district receives by special act a pension for the same injury, he shall forfeit all claim for compensation, and any compensation received by him or paid by the commonwealth or by the county, city, town or district which employs him for medical or hospital services rendered to him may be recovered back in an action at law. No further payment shall be awarded by vote or otherwise to any person who has claimed and received compensation under this act. [*Acts, 1913, c. 807, § 5.*]

692. To whom this act shall apply. — This act shall apply to all laborers, workmen and mechanics in the service of the commonwealth or of a county, city or town, or district having the power of taxation, under any employment or contract of hire, expressed or implied, oral or written, including those employed in work done in performance of governmental duties as well as those employed in municipal enterprises conducted for gain or profit. For the purposes of this act all laborers, workmen and mechanics paid by the commonwealth, but serving under boards or commissions exercising powers within defined districts, shall be deemed to be in the service of the commonwealth. [*Acts, 1913, c. 807, § 6.*]

693. To whom workmen's compensation act shall not apply. — The provisions of Acts, 1911, c. 751, and acts in amendment thereof and in addition thereto shall not apply to any persons other than laborers, workmen and mechanics employed by counties, cities, towns, or districts having the power of taxation. [*Acts, 1913, c. 807, § 7.*]

694. Compensation for injuries to laborers employed by Boston transit commission. — Laborers employed by the Boston transit commission shall be deemed to be in the service of the city of Boston within the provisions of Acts, 1913, c. 807, and shall be entitled to the compensation provided for by that act. Such compensation shall be paid out of the proceeds of the rapid transit loans and shall be included in the net cost of the tunnel or subway in the construction of which such laborers receive personal injuries arising out of and in the course of their employment. [*Acts, 1914, c. 636.*]

695. Compensation of members of the militia injured in the discharge of their duties. — A member of the volunteer militia or of the naval brigade who shall, when on duty or when assembled therefor under the provisions of Acts, 1908, c. 604, §§ 141, 142, 151, 152, 160, or 162, receive any injury, by reason of such duty or assembly, or who shall without fault or neglect on his part be wounded or disabled while performing any such lawfully ordered military duty, which shall temporarily incapacitate him from pursuing his usual business or occupation, shall, during the period of such incapacity, receive such compensation as shall be fixed by a board appointed to inquire into his claim, not exceeding in amount the pay provided for by this act and actual necessary expenses for care and medical attendance. All claims arising under this section shall be inquired into by a board of three officers, at least one being a medical officer, to be appointed by the commander-in-chief upon the application of the member making the claim. Such board shall have the same power to take evidence, administer oaths, issue subpoenas and compel witnesses to attend and testify and produce books and papers, and punish their failure to do so, as is possessed by a general court-martial. The findings of the board shall be subject to the approval of the commander-in-chief. The amount found due such member by said board, to the extent that its findings are approved by the commander-in-chief, shall be a charge and shall be paid in like manner as other military accounts are paid. [*Acts, 1908, c. 604, § 198, as last am. by Acts, 1914, c. 380.*]

PENSION AND RETIREMENT SYSTEMS.

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EMPLOYEES OF THE COMMONWEALTH.

696. Definitions of words and phrases. — In this act, unless the context otherwise requires: —

(a) The words "retirement system" mean the arrangements provided in this act for the payment of pensions.

(b) The word "annuities" means the payments for life derived from money contributed by the employees.

(c) The word "employees" means permanent and regular employees in the direct service of the commonwealth or in the metropolitan district service, whose only or principal employment is in such service.

(d) The word "pensions" means the payments for life derived from money contributed by the commonwealth.

(e) The words "regular interest" mean interest at three per cent per annum compounded semi-annually on the last days of December and June, and reckoned for full three and six months' periods only.

(f) The words "continuous service" mean uninterrupted employment, with these exceptions: a lay-off on account of illness or reduction of force, and a leave of absence, suspension or dismissal followed by reinstatement within two years. As to appointees of the sergeant-at-arms the interval between sessions of the general court shall not be considered as breaking the continuity of service, and engineers and inspectors in the intermittent service of the commonwealth shall not lose the benefit of continuity of service in the intervals between employments, and, for the purpose of computation, cumulative credit shall be given them for all periods of employment in the service of the commonwealth, as shown by the records of the civil service commission.

In the case of employees of any department or institution formerly administered by a city, county or corporation and later taken over by the commonwealth, service rendered prior to such transfer shall be counted as a part of the continuous service for the purposes of this act. [*Acts, 1911, c. 532, § 1, as am. by Acts, 1912, c. 363, § 1, and Acts, 1914, c. 568.*]

697. Organization of retirement association. — A retirement association shall be organized among the employees of the commonwealth, including employees in the metropolitan district service, as follows:

(1) All employees of the commonwealth, on the date when the retirement system is established, may become members of the association. On the expiration of thirty days from said date every such employee shall be considered to have elected to become, and shall thereby become, a member, unless he shall have within that period, sent

notice in writing to the state insurance commissioner that he does not wish to join the association. [*Acts, 1911, c. 532, § 3, as last am. by Acts, 1912, c. 363, § 2.*]

Any person who has heretofore given notice in writing to the insurance commissioner that he did not wish to join the retirement association established by Acts, 1911, c. 532, in accordance with clause (1) of section three thereof, may become a member of the said association: *provided*, that he gives notice in writing to the insurance commissioner during the calendar year 1913 that he desires to become a member of the association. [*Acts, 1913, c. 310, § 1.*]

The pension for prior service of any person becoming a member of the retirement association under the provisions of this act shall not be based upon or include any allowance for the period of time between the first day of June, 1912, and the date when such person becomes a member of the association. [*Acts, 1913, c. 310, § 2.*]

(2) All employees who enter the service of the commonwealth after the date when the retirement system is established, except persons who have already passed the age of fifty-five years, shall upon completing ninety days of service become thereby members of the association. . . . [*Acts, 1911, c. 532, § 3, as am. by Acts, 1912, c. 363, § 2.*]

(6) Employees who are paid partly by the commonwealth and partly by a county having a retirement system shall be enrolled as members of the state retirement association. Such employees shall be assessed on their full wages or salaries and the assessments on the part of such wages or salaries paid by the county shall be deducted by the treasurer of the county and turned over by him to the retirement association fund of the commonwealth. When any such employee is retired under the provisions of this act the treasurer of the commonwealth shall be reimbursed out of the treasury of the county for a part of the pension payments to such employee equivalent to the amount of the annuity payable on the assessments on that part of his wages or salary paid by the county which was deducted and turned over to the retirement association fund of the commonwealth in the manner hereinbefore provided. [*Acts, 1911, c. 532, § 3, as am. by Acts, 1912, c. 363, § 2.*]

698. Employees not affected by retirement system. — (3) No officer elected by popular vote may become a member of the association, nor any employee who is or will be entitled to a pension from the commonwealth for any reason other than membership in the association. [*Acts, 1911, c. 532, § 3, as am. by Acts, 1912, c. 363, § 2.*]

(2) . . . Persons over fifty-five years of age who enter the service of the commonwealth after the establishment of the retirement system shall not be allowed to become members of the association, and no such employees shall remain in the service of the commonwealth after reaching the age of seventy years. [*Acts, 1911, c. 532, § 3, as am. by Acts, 1912, c. 363, § 2.*]

699. Employees who may be retired. — (4) . . . Any member who reaches the age of sixty years and has been in the continuous service of the commonwealth for a period of fifteen years immediately preceding may retire or be retired by the board of retirement upon recommendation of the head of the department in which he is employed, and any member who reaches the age of seventy must so retire. [*Acts, 1911, c. 532, § 3, as am. by Acts, 1912, c. 363, § 2.*]

(5) Any member who has completed a period of thirty-five years of continuous service may retire, or may be retired at any age by the board of retirement upon recommendation of the head of the department in which he is employed, if such action

be deemed advisable for the good of the service. [*Acts, 1911, c. 532, § 3, as am. by Acts, 1912, c. 363, § 2.*]

. . . Any employee who had already reached the age of fifty-five years on the date when the retirement system was established, and also became a member of the association may be retired under the provisions of . . . paragraph [C. (b) § 6, see page 142, paragraph C. (b)] without having completed the otherwise required service period of fifteen years. . . . [*Acts, 1911, c. 532, § 6, as am. by Acts, 1912, c. 363, § 4.*]

Any employee not a member of the association who had already reached the age of fifty-five years on the date when the retirement system was established may be retired at any time and shall be paid a pension equivalent to the minimum payment hereinafter provided for. [*Acts, 1911, c. 532, § 6, as am. by Acts, 1912, c. 363, § 4.*]

Any employee of the commonwealth subject to and affected by the provisions of Acts, 1911, c. 532, and the amendments thereof may, after fifteen years of continuous service, be retired for permanent disability at a yearly rate of not more than one half of his salary, based on the average sums received during the last ten years of service: *provided, however*, that the minimum amount be not less than two hundred dollars, and that the tables now in use by the board of retirement be used in determining the amount to be paid, and the board of retirement may call upon the surgeon general to assist it in determining the degree of disability. The decision of the board of retirement shall be final. [*Acts, 1914, c. 419.*]

BOARD OF RETIREMENT.

700. Organization, etc. (1) *The management of the system.* — The management of the retirement system is hereby vested in the board of retirement, consisting of three members, one of whom shall be the state treasurer; the second member shall be a member of the association elected by the latter within sixty days after the date on which the retirement system is established, in a manner to be determined by the state insurance commissioner; the third member shall be chosen by the other two members. In case of the failure of the latter to choose the third member within thirty days after the election of the second member, the governor shall appoint the third member. The first person so chosen or appointed as third member shall serve for two years; otherwise and thereafter the term of office of the two elected members shall be three years. On a vacancy occurring in the board for any cause or on the expiration of the term of office of any member, a successor of the person whose place has become vacant or whose term has expired shall be chosen in the same manner as his predecessor.

(2) *Services of members of board to be gratuitous.* — The members of the board of retirement shall serve without compensation; but they shall be reimbursed out of the contingent fund for any expense or loss of salary or wages which they may incur through service on the board. All claims for reimbursement on this account shall be subject to the approval of the governor and council.

(3) *State treasurer to have charge of funds.* — The state treasurer shall have charge and control of the funds of the system, subject to the approval of the board of retirement, and shall invest and reinvest the same, and may from time to time sell any securities held by him and invest and reinvest the proceeds, and any and all unappropriated income of said funds: *provided, however*, that all funds received by him, and not required for current disbursements, shall be invested in accordance with the

provisions of the laws of this commonwealth relating to the investment of the funds of savings banks. He shall in the investment of the funds give preference to the securities that are legal for the investment of the sinking funds of the commonwealth. He may, whenever he sells such securities, deliver the securities so sold upon receiving the proceeds thereof, and may execute any and all documents necessary to transfer the title thereto. [*As am. by Acts, 1912, c. 363, § 3.*]

(4) *Board to have power to make by-laws, etc.* — The board of retirement shall have power to make by-laws and regulations not inconsistent with the provisions of this act, and to employ such clerical or other assistance as may be necessary for the fulfillment of its purposes, subject to the approval of the governor and council.

(5) *Board to determine percentage of wages or salary to be contributed to pension fund.* — The board shall determine the percentage of wages or salary that employees shall contribute to the pension fund, subject to the minimum and maximum percentages, and shall, furthermore, have the power to classify employees for the purposes of the retirement system and to establish different rates of contribution for different classes within the prescribed limits.

(6) *State treasurer to file sworn statement in January of each year.* — The state treasurer shall, in January of each year, unless for cause the insurance commissioner shall have granted an extension of time, file in the office of the insurance commissioner a sworn statement, which shall exhibit the financial condition of the retirement system on the thirty-first day of the preceding December, and its financial transactions for the year ending with said day. The said statement shall be in a form approved by the insurance commissioner, and shall show, among other things, the liability of the retirement system on account of the following items: —

A. Deposit Reserves.

The total of the deposits of the members actually received by the treasurer or due from the commonwealth under section five, (2) A, and held subject to withdrawal by such members.

B. Interest Reserve.

Regular interest on such deposits.

C. Annuity Reserve.

The net value of the annuities entered upon under section six, (2) B, on the basis of the mortality tables and interest rates provided for in this act.

D. Expense and Contingent Fund.

- (a) The unexpended portion of the amounts received under section five, (1).
- (b) The contingent fund.

E. Gifts and Bequests.

The amounts received as gifts or bequests and held under the terms of such gifts or bequests.

F. Other Liabilities.

All other liabilities.

G. Surplus.

(a) *Annuity Surplus.* — The undistributed surplus arising from annuity deposits.

(b) *Other Surplus.* — All unassigned funds.

[*Acts, 1911, c. 532, § 4, as am. by Acts, 1912, c. 363, § 3.*]

CREATION OF THE RETIREMENT FUND.

701. Retirement funds. — The funds of the retirement system shall be raised as follows: —

(1) *Expense and Contingent Fund.*

The general court shall appropriate annually such an amount as may be necessary to defray the whole expense of administration, according to estimates prepared by the treasurer.

(2) *Annuity and Pension Fund.*

A. Deposits by Members. — Each member shall deposit in this fund from his salary or wages, as often as the same are payable, not less than one per cent and not more than five per cent of the amount of his wages or salary, as determined by the board of retirement under the provisions of section four (5): *provided, however*, that employees who receive more than thirty dollars weekly in salary or wages shall not be assessed for contribution to this fund on the excess above that amount.

B. Contributions of the Commonwealth. — (a) Each month the commonwealth shall contribute such amount as the board of retirement may determine to be necessary to pay current pensions for subsequent service, under section six (2) *C (a)*.

(b) Each year, in January, the commonwealth shall contribute an amount equal to the surplus arising from annuity deposits. In case there should be a deficiency arising from such annuity deposits, instead of a surplus, then the commonwealth shall make good the deficiency.

(c) Each month the commonwealth shall contribute such amount as the board of retirement may determine to be necessary to pay current pensions for prior service under section six (2) *C (b)*.

(d) Each month the commonwealth shall contribute such amount as the board of retirement may determine to be necessary to ensure the minimum payments provided for in section six, *E*.

(3) *Provision for Payments.*

All amounts payable by members of the association under paragraph (2) *A* of this section shall be deducted by the commonwealth from the amounts payable to them as salary or wages, as often as the same are payable, and shall immediately be credited to the retirement fund by the state treasurer. [*Acts, 1911, c. 532, § 5.*]

DISTRIBUTION OF FUNDS.

702. Administering the funds. — The state treasurer shall administer the funds of the pension system in accordance with the following plan: —

(1) *Expenses and Contingent Fund.*

The fund provided for by section five, (1), shall be used, so far as may be necessary, for the payment of the expenses of administration. The portions not so used, if any, shall be repaid into the treasury of the commonwealth. In case the amount appropriated for the expense of a contingent fund in any year should prove insufficient, the commonwealth shall appropriate in the following year such additional sum as may be required to cover the deficit.

(2) *Annuity and Pension Funds.*

A. *Refunds.* — (a) Should a member of the association cease to be an employee of the commonwealth for any cause other than death before becoming entitled to a pension, there shall be refunded to him all the money paid in by him under section five, (2) A, with such interest as shall have been earned thereon. [*As am. by Acts, 1914, c. 582, § 1.*]

(b) Should a member of the association die before becoming entitled to a pension, there shall be paid to his legal representatives all the money paid in by him under section five, (2) A, with such interest as shall have been earned on such deposits: *provided*, that, if there is no executor or administrator of the estate of such deceased person, all sums due under this paragraph, not exceeding fifty dollars in any one case, may be paid to such person or persons as appear to be entitled to the proceeds of the estate. [*As am. by Acts, 1913, c. 63.*]

B. *Annuities from Employees' Deposits.* — Any member who reaches the age of sixty years and has been in the continuous service of the commonwealth for fifteen years immediately preceding, and then or thereafter retires or is retired, any member who retires or is retired at the age of seventy years, and any member who is retired for the good of the service under the provisions of section three, (5), shall receive an annuity to which the sum of his deposits under section five, (2), with such interest as shall have been earned on such deposits, shall entitle him, according to the tables adopted by the board of retirement, in one of the following forms: —

(a) A life annuity, payable monthly.

(b) A life annuity, payable monthly, with the provision that in the event of the death of the annuitant before receiving payments equal to the sum, at the date of his retirement, of his deposits under section five, (2) A, with regular interest, the difference shall be paid to his legal representatives. [*As am. by Acts, 1914, c. 582, § 2.*]

C. *Pensions derived from Contributions by the Commonwealth.* — (a) Pensions based upon subsequent service. Any member entitled to an annuity under paragraph (2) B of this section shall receive in addition thereto a pension for life payable monthly equivalent to that annuity, to be paid out of the fund contributed by the commonwealth under the provisions of section five, (2) B (a).

(b) Pensions based upon prior service. Any member of the association who reaches the age of sixty years, having been in the continuous service of the commonwealth for fifteen years or more immediately preceding, and then or thereafter retires or is retired, and any member who completes thirty-five years of continuous service and then or thereafter retires or is retired, shall receive in addition to the annuity and pension provided for by paragraphs (2) B and C (a) of this section, an

extra pension for life as large as the amount of the annuity and pension to which he might have acquired a claim if the retirement system had been in operation at the time when he entered the service of the commonwealth, and if accordingly he had paid regular contributions from that date to the date of the establishment of the retirement association at the same rate as that first adopted by the board of retirement, and if such deductions had been accumulated with regular interest. [*As am. by Acts, 1912, c. 363, § 4.*]

In the case of employees who are paid partly by the commonwealth and partly by a county having a retirement system, or who have rendered service in the past both for the commonwealth and for such county, all of the continuous service rendered by any such employee either for the commonwealth or for the county before the establishment of the retirement system shall be counted as part of the prior service for the purposes of this act.

In the case of members of the association related as husband and wife, if one of the two retires or is retired the other shall have the right also to retire, and shall be paid a retiring allowance proportionate to the amount of his or her accumulated contributions to date, or, in case the allowance thus calculated is less than the minimum allowance of two hundred dollars hereinafter provided for, shall be paid that sum annually.

If the accumulated contributions of any employee retired under the provisions of this act exceed the amount required to provide an annuity equal to one fourth of the average wages or salary of such employee during the last ten years prior to his retirement, the excess above that amount shall be paid to such employee in a lump sum with the first monthly payment on the account of his retiring allowance.

For the purpose of computing any pension payable for prior service, the board of retirement may estimate on the basis determined by them the wages received at any period for which they may deem it impracticable to consult the original records. . . . [*Acts, 1912, c. 363, § 4.*]

D. Application of Surplus.—The board of retirement shall have power to determine the application of any surplus, as defined under section four (6) *G*, subject to the approval of the insurance commissioner.

E. Minimum and Maximum Payments.—In no case shall the total monthly payment to a member be at a rate less than two hundred dollars per year, or at a rate more than one half the amount of the average salary or wages received by the member during the ten years prior to his retirement.

F. Association Membership and Pension Certificate.—Membership in the association shall be evidenced by a certificate to be issued to each member by the board of retirement, and the right to an annuity or a pension shall be evidenced by a policy to be issued to each member who retires or is retired by the board of retirement. [*Acts, 1911, c. 532, § 6, as am. by Acts, 1912, c. 363, Acts, 1913, c. 63, and Acts, 1914, c. 582.*]

TAXATION, ATTACHMENTS AND ASSIGNMENTS.

703. Exempt from taxation.—The funds of the retirement system, so far as they are invested in personal property, shall be exempt from taxation.

That portion of the wages of a member deducted or to be deducted under this act, the right of a member to an annuity or pension, and all his rights in the funds of the retirement system shall be exempt from taxation, and from the operation of

any law relating to bankruptcy or insolvency, and shall not be attached or taken upon execution or other process of any court. No assignment of any right in or to said funds shall be valid. [*Acts, 1911, c. 532, § 7.*]

SUPERVISION BY INSURANCE COMMISSIONER.

704. Insurance commissioner to prescribe mortality tables. — The insurance commissioner shall prescribe for the retirement system of the commonwealth one or more mortality tables, and shall determine what rates of interest shall be established in connection with such tables, and may later modify such tables or prescribe other tables to represent more accurately the expense of the retirement system, or may change said rates of interest and may determine the application of the changes so made. He shall also prescribe and supervise the methods of bookkeeping of the retirement association formed under the provisions of this act.

The insurance commissioner shall at least once in each year, either personally or by deputy or assistant, thoroughly inspect and examine the affairs of the retirement association to ascertain its financial condition, its ability to fulfil its obligations, whether all parties in interest have complied with the provisions of law applicable to the retirement association, and whether the transactions of the board of retirement have been in accordance with the rights and equities of those in interest. The retirement system shall be credited, in the account of its financial condition, with the amounts due from the commonwealth, under the provisions of section five, (2) *B (a)*, its investments having fixed maturities upon which the interest is not in default at amortized values, and its other investments at a reasonable valuation.

For the purposes aforesaid, the insurance commissioner or other persons making examination shall have access to all the securities, books and papers of the retirement system, and may summon and administer oaths and examine as witnesses the members of the board of retirement or any other person relative to the financial affairs, transactions and condition of the retirement system. The insurance commissioner shall preserve in a permanent form a full record of the proceedings at such examination, and the results thereof. Upon the completion of such examination, verification and valuation, the insurance commissioner shall make a report in writing of his findings to the board of retirement, and shall send a copy thereof to the governor and the executive council of the commonwealth. [*Acts, 1911, c. 532, § 8.*]

705. Proceeding in cases of violation of law. — If, in the judgment of the insurance commissioner, the commonwealth or the board of retirement has violated or neglected to comply with any of the provisions of this act, or of the rules and regulations established by the board of retirement hereunder, he shall give notice thereof to the governor of the commonwealth and to the board of retirement, and thereafter if such violation or neglect continues shall forthwith present the facts to the attorney-general for his action. [*Acts, 1911, c. 532, § 9.*]

706. Jurisdiction of court. — The superior court shall have jurisdiction in equity upon petition of the insurance commissioner or of any interested party to compel the observance and restrain the violation of this act, and of the rules and regulations established by the board of retirement hereunder. [*Acts, 1911, c. 532, § 10.*]

OTHER EMPLOYEES OF THE COMMONWEALTH.

707. Women employed by the sergeant-at-arms. — Any woman in the employ of the sergeant-at-arms as a cleaner or scrub woman, who has reached the age of sixty years and has been in such employ not less than fifteen years and has become physically or mentally incapacitated for labor, and any such employee who has been in the employ of said department for a period of not less than ten years and has become physically or mentally incapacitated for labor by reason of any injury received in the performance of her duties in said department, may, with the approval of the sergeant-at-arms, be retired from service, and if so retired she shall receive from the commonwealth for the remainder of her life the sum of three dollars per week. [*Acts, 1913, c. 711.*]

PUBLIC SCHOOL TEACHERS.

AN ACT TO ESTABLISH A RETIREMENT SYSTEM FOR PUBLIC SCHOOL TEACHERS.

Acts, 1913, c. 832.

CONSTRUCTION.

SECTION 1. The following words and phrases as used in this act, unless a different meaning is plainly required by the context, shall have the following meanings: —

- (1) "Retirement system" shall mean the arrangement provided in this act for payment of annuities and pensions to teachers.
- (2) "Annuities" shall mean payments for life derived from contributions from teachers.
- (3) "Pensions" shall mean payments for life derived from contributions from the commonwealth.
- (4) "Teacher" shall mean any teacher, principal, supervisor or superintendent employed by a school committee, or board of trustees, in a public day school within the commonwealth.
- (5) "Public school" shall mean any day school conducted within this commonwealth under the order and superintendence of a duly elected school committee and also any day school conducted under the provisions of chapter four hundred and seventy-one of the acts of the year nineteen hundred and eleven.
- (6) "Regular interest" shall mean interest at three per cent per annum, compounded annually on the last day of December of each year.
- (7) "Retirement board" shall mean the teachers' retirement board, as provided in section four of this act.
- (8) "Retirement association" shall mean the teachers' retirement association, as provided in section three of this act.
- (9) "Expense fund" shall mean the fund provided for in paragraph numbered one in section five of this act.
- (10) "Annuity fund" shall mean the fund provided for in paragraph numbered two in section five of this act.
- (11) "Pension fund" shall mean the fund provided for in paragraph numbered three in section five of this act.

(12) "School year" shall mean the twelve months from the first day of July of any year to the thirtieth day of June next succeeding.

(13) "Assessments" shall mean the annual payments to the annuity fund by members of the association.

ESTABLISHMENT OF A TEACHERS' RETIREMENT SYSTEM.

SECTION 2. A teachers' retirement system shall be established on July 1, 1914.

TEACHERS' RETIREMENT ASSOCIATION.

SECTION 3. A teachers' retirement association shall be organized among the teachers in the public schools as follows:—

(1) All teachers, except those specified in paragraph (3) of this section, who enter the service of the public schools for the first time on or after July 1, 1914, shall become thereby members of the association.

(2) All teachers, except those specified in paragraph (3) of this section, who shall have entered the service of the public schools before June 30, 1914, may at any time between July 1, 1914, and Sept. 30, 1914, upon application in writing to the commissioner of education, become members of the retirement association. Any teacher failing to do so may thereafter become a member of the retirement board by paying an amount equal to the total assessments, together with regular interest thereon, that he would have paid if he had joined the retirement association on Sept. 30, 1914.

(3) Teachers in the service of the public schools of the city of Boston shall not be included as members of the retirement association.

[The preceding paragraph] shall not be construed as applying to the teachers described in [the following paragraph.] [*Acts, 1914, c. 494, § 2.*]

Teachers employed by the city of Boston prior to June 30, 1914, in schools operating under the provisions of Acts, 1911, c. 471 [relating to state aided vocational education], and of Acts, 1913, c. 805 [relating to continuation schools], may become members of the Teachers' Retirement Association, as established by Acts, 1913, c. 832, in the manner prescribed by paragraph (2) of section three of said chapter; and all teachers employed in the said schools for the first time after July 1, 1914, shall thereby become members of the said retirement association as prescribed by paragraph (1) of said section three. [*Acts, 1914, c. 494, § 1.*]

STATE TEACHERS' RETIREMENT BOARD.

SECTION 4. (1) The management of the retirement system is hereby vested in the teachers' retirement board, consisting of seven members: the insurance commissioner for the commonwealth, the bank commissioner for the commonwealth, the commissioner of education for the commonwealth, three members of the retirement association and one other person. Upon organization of the retirement association the members thereof shall elect from among their number in a manner to be approved by the insurance commissioner, the bank commissioner and the commissioner of education, three persons to serve upon the retirement board, one member to serve for one year, one for two years and one for three years, and thereafter the members of the retirement association shall elect annually from among their number in a manner to be approved by the retirement board one person to serve upon the retirement board for the term of three years. The seventh member of the retirement board

shall be elected annually by the other six to serve for the term of one year. On a vacancy occurring on the board, a successor of such person whose place has become vacant shall be chosen in the same manner as his predecessor to serve until the next annual election. Until the organization of the retirement association and the election of three representatives therefrom, the insurance commissioner, the bank commissioner and the commissioner of education shall be empowered to perform the duties of the retirement board.

(2) The members of the retirement board shall serve without compensation, but they shall be reimbursed from the expense fund of the retirement association for any expenditures or loss of salary or wages which they may incur through serving on the board. All claims for reimbursement on this account shall be subject to the approval of the governor and council.

(3) The retirement board shall have power to make by-laws and regulations not inconsistent with the provisions of this act; and to employ a secretary who shall give a bond in such amount as the board shall approve, and clerical and other assistance as may be necessary. The salaries shall be fixed by the board, with the approval of the governor and council.

(4) The retirement board shall provide for the payment of retirement allowances and such other expenditures as are required by the provisions of this act.

(5) The retirement board shall adopt for the retirement system one or more mortality tables, and shall determine what rates of interest shall be established in connection with such tables, and may later modify such tables or prescribe other tables to represent more accurately the expense of the retirement system or may change such rates of interest, and may determine the application of the changes made.

(6) The retirement board shall perform such other functions as are required for the execution of the provisions of this act.

CREATION OF FUNDS.

SECTION 5. The funds of the retirement system shall consist of an expense fund, an annuity fund and a pension fund.

(1) The expense fund shall consist of such amounts as shall be appropriated by the general court from year to year on estimates submitted by the retirement board to defray the expense of the administration of this act, exclusive of the payment of retirement allowances.

(2) The annuity fund shall consist of assessments paid by members of the retirement association, and interest derived from investments of the annuity fund. Each member of the retirement association shall pay into the annuity fund, by deduction from his salary in the manner provided in section nine, paragraph five, of this act, such assessments upon his salary as may be determined by the retirement board. The rate of assessment shall be established by the retirement board on the first day of July of each year after a prior notice of at least three months, and shall at any given time be uniform for all members of the retirement association, and shall not be less than three per cent nor more than seven per cent of the member's salary: *provided, however*, that when the total sum of assessments on the salary of any member at the rate established by the retirement board would amount to more than one hundred dollars or less than thirty-five dollars for any school year, such member shall in lieu of assessments at the regular rate be assessed one hundred dollars a year or thirty-

five dollars a year as the case may be, payable in equal instalments to be assessed for the number of months during which the schools of the community in which such member is employed are commonly in session. Any member of the retirement association who shall for thirty years have paid regular assessments to the annuity fund as provided herein, shall be exempt from further assessments; but such member may thereafter, if he so elects, continue to pay his assessments to the fund. No member so electing shall pay further assessments after the total sum of assessments paid by him shall at any time have amounted, with regular interest, to a sum sufficient to purchase an annuity of five hundred dollars at age sixty; and interest thereafter accruing shall be paid to the member at the time of his retirement.

(3) The pension fund shall consist of such amounts as shall be appropriated by the general court from time to time on estimates submitted by the retirement board for the purpose of paying the pensions provided for in this act.

PAYMENT OF RETIREMENT ALLOWANCES.

SECTION 6. (1) Any member of the retirement association may retire from service in the public schools on attaining the age of sixty years, or at any time thereafter, if incapable of rendering satisfactory service as a teacher, may, with the approval of the retirement board, be retired by the employing school committee.

(2) Any member of the retirement association, on attaining the age of seventy years, shall be retired from service in the public schools.

(3) A member of the retirement association after his retirement under the provisions of paragraphs numbered (1) or (2) of this section, shall be entitled to receive from the annuity fund, as he shall elect at the time of his retirement, on the basis of tables adopted by the retirement board:— (a) an annuity, payable in quarterly payments, to which the sum of his assessments under section five, paragraph (2), with regular interest thereon, shall entitle him; or, (b) an annuity of less amount, as determined by the retirement board for the annuitants electing such option, payable in quarterly payments, with the provision that if the annuitant dies before receiving payments equal to the sum of his assessments under section five, paragraph (2), with regular interest, at the time of his retirement, the difference between the total amount of said payments and the amount of his contributions with regular interest shall be paid to his legal representatives.

(4) Any member of the retirement association receiving payments of an annuity as provided in paragraph numbered (3) of this section shall, if not rendered ineligible therefor by the provisions of section twelve of this act, receive with each quarterly payment of his annuity an equal amount to be paid from the pension fund as directed by the retirement board.

(5) Any teacher who shall have become a member of the retirement association under the provisions of paragraph numbered (2) of section three, and who shall have served fifteen years or more in the public schools of the commonwealth, not less than five of which shall immediately precede retirement, shall, on retiring as provided in paragraphs (1) and (2) of this section, be entitled to receive a retirement allowance as follows:— (a) such annuity and pension as may be due under the provisions of paragraphs numbered (3) and (4) of this section; (b) an additional pension to such an amount that the sum of this additional pension and the pension provided in paragraph (4) of this section shall equal the pension to which he would have been entitled

under the provisions of this act if he had paid thirty assessments on his average yearly wage for the fifteen years preceding his retirement and at the rate in effect at the time of his retirement: *provided*, (1) that if his term of service in the commonwealth shall have been over thirty years the thirty assessments shall be reckoned as having begun at the time of his entering service and as drawing regular interest until the time of retirement; and *further provided*, (2) that if the sum of such additional pension together with the annuity and pension provided for by paragraphs numbered (3) and (4) of this section is less than three hundred dollars in any one year, an additional sum sufficient to make an annual retirement allowance of three hundred dollars shall be paid from the pension fund.

(6) If at any time it is impossible or impracticable to consult the original records as to wages received by a member during any period, the retirement board shall determine the pension to be paid under paragraph numbered (5) (b) of this section in accordance with the evidence they may be able to obtain.

WITHDRAWAL AND REINSTATEMENT.

SECTION 7. (1) Any member of the retirement association withdrawing from service in the public schools before becoming eligible to retirement shall be entitled to receive from the annuity fund all amounts contributed as assessments, together with regular interest thereon, in the manner hereinafter provided.

(2) If such withdrawal shall take place before ten annual assessments have been paid, the total amount to which such member is entitled as determined by the retirement board under the provisions of this act shall be paid to him in four annual instalments.

(3) If such withdrawal shall take place after ten annual assessments have been paid the amount so refunded shall be in the form of such annuity for life based on the contributions of such member, together with regular interest thereon, as may be determined by the retirement board according to its annuity tables, or in four annual instalments, as such member may elect.

(4) If a member of the association withdrawing and receiving payments in accordance with paragraphs numbered (2) and (3) of this section, shall die before the amount of such payments equals the amount of his contributions to the annuity fund with regular interest, the difference between the amount of such payments and the amount of his contributions with regular interest shall be paid to his legal representatives.

(5) Any member of the retirement association who shall have withdrawn from service in the public schools shall, on being re-employed in the public schools, be reinstated in the retirement association in accordance with such plans for reinstatement as the retirement board shall adopt.

(6) If a member of the retirement association shall die before retirement, the full amount of his contributions to the annuity fund with regular interest to the day of his death shall be paid to his legal representatives.

TAXATION, ATTACHMENTS AND ASSIGNMENTS.

SECTION 8. That portion of the salary or wages of a member deducted or to be deducted under this act, the right of a member to an annuity or pension, and all his rights in the funds of the retirement system shall be exempt from taxation, and from the operation of any laws relating to bankruptcy or insolvency, and shall not

be attached or taken upon execution or other process of any court. No assignment of any right in, or to, said funds shall be valid. The funds of the retirement system, so far as invested in personal property, shall be exempt from taxation.

DUTIES OF THE SCHOOL COMMITTEE.

SECTION 9. (1) The school committee of each town and city in the commonwealth shall, before employing in any teaching position any person to whom this act may apply, notify such person of his duties and obligations under this act as a condition of his employment.

(2) On or before October first of each year the school committee of each town and city in the commonwealth shall certify to the retirement board the names of all teachers to whom this act shall apply.

(3) The school committee of each town and city in the commonwealth shall, on the first day of each calendar month, notify the retirement board of the employment of new teachers, removals, withdrawals, changes in salary of teachers, that shall have occurred during the month preceding.

(4) Under the direction of the retirement board the school committee of each town or city in the commonwealth shall furnish such other information as the board may require relevant to the discharge of the duties of the board.

(5) The school committee of each town and city in the commonwealth shall, as directed by the retirement board, deduct from the amount of the salary due each teacher employed in the public schools of such city or town such amounts as are due as contributions to the annuity fund as prescribed in this act, shall send to the treasurer of said town or city a statement as voucher for such deductions, and shall send a duplicate statement to the secretary of the retirement board.

(6) The school committee of each town and city in the commonwealth shall keep such records as the retirement board may require.

DUTIES OF BOARDS OF TRUSTEES.

SECTION 10. In administering this act for the benefit of teachers in schools conducted in accordance with Acts, 1911, c. 471, the boards of trustees of said schools are hereby authorized and required to perform all the duties prescribed for school committees under this act.

CUSTODY AND INVESTMENT OF FUNDS.

SECTION 11. (1) The treasurer of each town or city in the commonwealth on receipt from the school committee or board of trustees of the voucher for deductions from the teachers' salaries provided for in section nine shall transmit, monthly, the amounts specified in such voucher to the secretary of the retirement board.

(2) The secretary of the retirement board shall monthly pay to the treasurer of the commonwealth all sums collected by him under the provisions of paragraph (1).

(3) All funds of the retirement system shall be in custody and charge of the treasurer of the commonwealth and the treasurer shall invest such funds as are not required for current disbursements in accordance with the laws of the commonwealth governing the investment of sinking funds. He may, whenever he sells securities, deliver the securities so sold upon receiving the proceeds thereof, and may execute any or all documents necessary to transfer the title thereto.

(4) The treasurer of the commonwealth shall make such payments to members of the retirement association from the annuity fund and pension fund as the retirement board shall order to be paid in accordance with sections six and seven of this act.

(5) On, or before, the third Wednesday in January, the treasurer of the commonwealth shall file with the insurance commissioner for the commonwealth, and with the secretary of the retirement board, a sworn statement exhibiting the financial condition of the retirement system on the thirty-first day of the preceding December and its financial transactions for the year ending at such date. Such statement shall be in the form prescribed by the retirement board and approved by the insurance commissioner.

MEMBERSHIP IN OTHER RETIREMENT ASSOCIATIONS.

SECTION 12. (1) No person required to become a member of the association under the provisions of paragraph (1) of section three of this act shall be entitled to participate in the benefits of any other teachers' retirement system, supported in whole or in part by funds raised by taxation, or to a pension under the provisions of Acts, 1908, c. 498, or Acts, 1908, c. 589, as am. by Acts, 1910, c. 617.

(2) No member of the retirement association shall be eligible to receive any pension as described in section six of this act, who is at the time in receipt of a pension paid from funds raised in whole or in part from taxation under the provisions of Acts, 1908, c. 498, or Acts, 1908, c. 589, as am. by Acts, 1910, c. 617, or of any other act providing pensions for teachers, providing that this paragraph shall not be construed as applying to the Boston Teachers' Retirement Fund Association.

REIMBURSEMENT OF CITIES AND TOWNS.

SECTION 13. (1) Whenever, after July 1, 1914, a town or city retires a teacher who is not eligible to a pension under the provisions of section six, paragraph (4) of this act, and pays to such teacher a pension in accordance with Acts, 1908, c. 498, or Acts, 1908, c. 589, as am. by Acts, 1910, c. 617, and the school committee of said town or city certifies under oath to the retirement board to the amount of said pension, said town or city shall be reimbursed therefor annually by the commonwealth: *provided*, that no such reimbursement shall be in excess of the amount, as determined by the retirement board, to which said teacher would have been entitled as a pension, had he become a member of the retirement association under the provisions of section three, paragraph (2) of this act.

(2) On or before the first Wednesday of January of each year, the retirement board shall present to the general court, a statement of the amount expended previous to the preceding first day of July by cities and towns in the payment of pensions under the provisions of the preceding paragraph, for which such cities and towns should receive reimbursement. On the basis of such a statement, the general court may make an appropriation for the reimbursement of such cities and towns up to such first day of July.

JURISDICTION OF COURT.

SECTION 14. The superior court shall have jurisdiction in equity upon petition of the insurance commissioner or of any interested party to compel the observance and restrain the violation of this act, and of the rules and regulations established by the retirement board hereunder.

REFERENDUM AND REPEAL.

SECTION 15. Upon the petition of not less than five per cent of the legal voters of any city or town that has adopted Acts, 1908, c. 498, this question shall be submitted, in case of a city, to the voters of such city at the next city election, and, in case of a town, to the voters of such town at the next annual town meeting, and the vote shall be in answer to the question to be placed upon the ballot: "Shall an act passed by the general court in the year nineteen hundred and eight, entitled 'An Act to authorize cities and towns to establish pension funds for teachers in the public schools', be repealed?" and if a majority of the voters voting thereon at such election or meeting shall vote in the affirmative said act shall be repealed in such city or town.

SECTION 16. So much of Acts, 1908, c. 498, as authorizes its submission to the voters of a city or town for acceptance after the passage of this act is hereby repealed.

SECTION 17. This act shall take effect upon its passage. [*Approved June 19, 1913.*]

708. Appropriation for expenses of retirement system. — The sums hereinafter mentioned are appropriated, to be paid out of the treasury of the commonwealth from the ordinary revenue, for the payment of salaries and expenses in connection with the retirement system for public school teachers, as provided by chapter eight hundred and thirty-two of the acts of the year nineteen hundred and thirteen, for the year ending November thirtieth, nineteen hundred and fourteen, to wit: —

For the salary of the secretary of the teachers' retirement association, the sum of two thousand dollars.

For stenographer, clerical and other assistance, a sum not exceeding seventeen hundred dollars.

For rent of rooms, a sum not exceeding five hundred and forty dollars.

For sundry contingent expenses, a sum not exceeding twenty-two hundred and sixty dollars.

For the payment of pensions as provided by said act, a sum not exceeding thirty-five thousand dollars. [*Acts, 1914, c. 433.*]

FORMER SYSTEM OF PENSIONS FOR TEACHERS IN THE STATE.¹

Acts of 1908, chapter 498.

This act, establishing pensions for teachers in cities and towns, was effective in only such cities and towns where, upon petition of not less than 5 per cent. of the voters, it had been submitted at the following city or town election and accepted at such election.

1. *Retirement.* — Under this act the school committee of any city or town could retire any teacher who was sixty years of age or over, or who was incapacitated for useful service in the judgment of the committee, if he had served twenty-five years.

2. *Pensions.* — The pension was determined by the school committee, but not to exceed one-half of the compensation received at time of retirement, and in no case to exceed \$500.

¹ The information included under this title has been taken from the report of the Commission on Pensions issued as House Bill 2450, in 1914, and has been included because of its historical value. Certain of the acts cited have been either repealed or amended. For the text of the act passed in 1913, (chapter 832), as amended in 1914, see pages 145 to 152.

3. *Funds.* — The funds were derived from taxation in the usual course, and payments of retirement allowances were made by the city or town treasurer. No contributions were required from teachers.

Teachers in State Normal Schools.

Teachers in the various normal schools of the State come under the provisions of the Acts of 1911, chapter 532, and amendments thereof relating to the retirement of employees of the commonwealth. [See pension system for state employees, page 137.]

History of Retirement System for Teachers in the State (excluding Boston).

The first law enacted relative to pensions for teachers outside of Boston was chapter 498 of the Acts of 1908. This was a wholly noncontributory system, and enabled towns and cities to establish pension funds for teachers when the act was accepted at the annual town or city election after petition of 5 per cent. of the voters.

The act was accepted in the following cities and towns throughout the State: Brookline, Cambridge, Dalton, Lynn, Marion, Milton, Pittsfield, Swampscott, Wellesley and Winchester.

In 1911 a resolve was passed (chapter 47) which read: —

Resolved, That the board of education is hereby requested to investigate the advisability of providing a retirement allowance for teachers who have taught in the public schools of the commonwealth for thirty-five years, and the amount and times of payment of such allowances. The board is further requested to report the result of its investigation to the general court, with such recommendations as it may deem expedient, either in its annual report or separately, not later than the fifteenth day of January, nineteen hundred and thirteen.

In accordance with such resolve the Board of Education made a report (House Document No. 1926), and the bill recommended in their report is substantially chapter 832 of the Acts of 1913.

After the passage of this act the Retirement Board was organized in accordance with its provisions, and elected a secretary. On Oct. 9, 1913, the teachers' Retirement Board met and adopted 5 per cent. as the rate of assessment. The Board also adopted the American Experience Table of Mortality, with $3\frac{1}{2}$ per cent. interest.

BOSTON.

The laws relating to pensions for teachers in the city of Boston are found in the following statutes: —

Acts of 1900, chapter 237, Public School Teachers' Retirement Fund in the city of Boston.

Acts of 1902, chapter 233, amendment as to investment of funds.

Acts of 1908, chapter 589, pension act for teachers in public day schools of city of Boston.

Acts of 1909, chapter 537, relating to pensions to annuitants of Retirement Fund. Not accepted by city.

Acts of 1910, chapter 617, increasing the amount of pension and extending pensions to part of the annuitants of the Retirement Fund.

Acts of 1912, chapter 569, pensions to part of the annuitants of Retirement Fund, and including Hyde Park in system.

The system is a combination of the Retirement Fund Association (Acts of 1900, chapter 237), which is wholly contributory, and a straight service pension (Acts of 1908, chapter 589), which is wholly noncontributory. It results in the teacher who is

retired under the provisions of both acts receiving from the Retirement Fund such annuity as the fund will allow and the board of trustees determines, which at the present time is \$180 per year, and in addition thereto under the pension act she receives one-third of her annual salary at the time of retirement if she has taught thirty years or more, and if less than thirty years such proportion of one-third salary as the number of years she has taught bears to thirty years. Her total contribution is under the Retirement Fund, by which \$18 is deducted from her salary annually, and she must at the time of retirement have paid into said fund \$540. If the annual deductions from her salary have not amounted to such sum, she must pay the balance before she can become an annuitant of the Retirement Fund. The two systems make a complicated whole, and must be considered separately.

1. *Teachers' Retirement Fund (Acts of 1900, Chapter 237).*

The act was compulsory on all teachers entering the service after its passage, and the teachers already in the service could elect to come within its provisions. It includes in the term "teacher," supervisors, superintendents of instruction, principals and regular instructors in the public day schools.

Funds. — (a) Permanent fund, made up of gifts and legacies specifically given to the permanent fund and a sum set apart by the board of trustees.

(b) General fund, made up of (1) gifts and legacies not specifically given to the permanent fund; (2) amounts retained from salaries (\$18 annually from each teacher's salary, and she must contribute \$540 before receiving an annuity); (3) interest from permanent fund.

Management. — Four members of the school committee, superintendent of schools and six teachers (elected by the teachers) constitute the board of trustees, who serve without compensation and control the Retirement Fund and its investment. The city treasurer is the custodian of the fund and makes payments therefrom as ordered by the board, and receives as compensation for services and clerk hire such sum as the Board may determine not exceeding \$1,500 a year, the same to be appropriated by the school committee for that purpose.

Retirement. — To become entitled to an annuity a teacher must have taught —

(a) Thirty years, ten years of which must have been in Boston.

(b) Not less than two years if incapacitated and discharged from service, provided certificate of incapacity is furnished by attending physician and physician employed by the Board, and provided annuity ceases when incapacity ceases.

Annuities. — Annuities paid are not fixed by the statute, but are such as the fund will allow and the board of trustees determines, but must be uniform in amount. The amount determined by the trustees has been \$180 per annum since 1904, payable in monthly instalments of \$15.

Withdrawals. — Any teacher who has contributed two years or more and retires from the service shall upon application receive one-half the total amount paid by her into the fund.

Other Provisions. — If a teacher seeking to retire is unable to pay the full amount of assessments, viz., \$540, the board of trustees has discretion to make her such monthly payments as an annuity as in its opinion the needs of the teacher require.

2. *Boston Teachers' Pensions (Acts of 1908, Chapter 589 and amendments).*

This is a noncontributory system, which includes superintendent, supervisors, directors, principals and all other persons permanently employed in giving or supervising instruction in the city of Boston, including the principal and teachers in the parental school.

Funds. — The school committee annually appropriates for pensions, provided by the act, 5 cents upon each \$1,000 of the valuation of the city, and pays to the treasurer of the permanent pension fund such portion as will not be needed for pensions during the current year. The total amount paid in one year is not to exceed the proceeds of 5 cents per \$1,000 valuation, and in case the amount available is not sufficient, together with accrued interest of permanent fund, to pay the pensions the amount is applied pro rata, provided that in no case nor in any year shall the pension of any teacher retired after thirty years' service be less than \$312.

Management. — The care and investment of the fund is vested in a board of three trustees, one of whom is the chairman of the board of commissioners of sinking funds, another chosen by the school committee, and the third chosen by the board of trustees of the Teachers' Retirement Fund. The city treasurer is the custodian of moneys and securities of the fund, and the superintendent of schools is the secretary of the board of trustees.

Retirement. — The school committee may retire with a pension any teacher who is —

(a) Sixty-five years of age.

(b) Incapacitated for further efficient service in its opinion.

Pension. — The pension paid is —

(a) One-third of the salary at time of retirement if the teacher has taught for thirty years or more, ten years of which must have been in Boston; provided that in no case shall the pension be less than \$312 nor more than \$600.

(b) If the teacher has taught less than thirty years, ten of which shall have been in Boston, then such pension in proportion to the pension paid for thirty years as the term of service is in proportion to thirty years.

The pension of any teacher retired because of incapacity shall terminate when in the opinion of the school committee the incapacity shall have ceased, and the teacher tendered reappointment.

Pensions to Teachers previously retired. — The amended act of 1910, chapter 617, also provided that the school committee should grant pensions at a rate not less than \$180 per annum to not less than sixty persons who were annuitants of the Boston Teachers' Retirement Fund Association when the pension act was passed in 1908, and who had taught thirty years, twenty of which were in service of Boston; and during each year thereafter should add additional annuitants to the pension roll, so that the number of such annuitants should be not less than sixty. A provision is inserted that such annuitants shall be subject to the call of the school committee to teach in case of emergency. From eligible annuitants of the Retirement Fund the school committee made a pension roll of sixty annuitants, selecting those most advanced in point of age.

COUNTIES.

For complete text of the act authorizing the counties of the commonwealth to establish retirement systems for their employees, see Acts, 1911, c. 634, and amendments thereto.

The following counties have voted to establish retirement systems in accordance with the provisions of the above act: Barnstable, Middlesex, Norfolk, Worcester.

709. Counties may establish a retirement system. — Any county in this commonwealth may establish a retirement system for its employees by accepting the provisions of [Acts, 1911, c. 634] in the following manner: Upon the initiative of the county commissioners, the question of acceptance shall be submitted to the voters of the county at the next state election. The vote in each case shall be in answer to the question, to be placed upon the ballot: "Shall an act passed by the general court in the year nineteen hundred and eleven, entitled 'An Act authorizing the counties of the commonwealth to establish retirement systems for their employees', be accepted?" If a majority of the voters voting thereon at such election shall vote in the affirmative, this act shall take effect in that county, as hereinafter provided. . . . [Acts, 1911, c. 634, § 2.]

710. Copy of vote to be filed with insurance commissioner. — . . . A copy of the vote, sworn to by the county commissioners or the officers corresponding thereto, shall, within thirty days after the date of the vote, be filed in the office of the insurance commissioner. The latter shall forthwith issue a certificate that the retirement system is declared established in that county, to become operative on the first day of January or the first day of July following the expiration of three months after the date of the certificate. [Acts, 1911, c. 634, § 2.]

711. Retirement association. — Whenever a county shall have voted to establish a retirement system under the provisions of [Acts, 1911, c. 634, § 2] a retirement association shall be organized . . . [Acts, 1911, c. 634, § 3.]

712. Organization of the retirement association. — (1) . . . All employees of the county, on the date when the retirement system is declared established by the issue of the certificate, as provided in section two, may become members of the association. On the expiration of thirty days after said date every such employee shall be considered to have elected to become, and shall thereby become, a member, unless he shall have, within that period, sent notice in writing to the local election commissioners or the officers corresponding thereto that he does not wish to join the association.

(2) All employees who enter the service of the county after the date when the retirement system is declared established by the issue of the certificate, as provided in section two, except persons who have already passed the age of fifty-five years, shall upon completing ninety days of service become thereby members of the association. Persons over fifty-five years of age who enter the service of the county after the establishment of the retirement system shall not be allowed to become members of the association, and no such employee shall remain in the service of the county after reaching the age of seventy years. [Acts, 1911, c. 634, § 3, as am. by Acts, 1913, c. 817, § 2.]

713. Certain persons may not be members. — (3) No officer elected by popular vote may become a member of the association, nor any employee who is or

will be entitled to a pension from the county for any reason other than membership in the association. . . . [Acts, 1911, c. 634, § 3.]

714. Employees who may be retired. — (4) Any member who reaches the age of 60 years, and has been in the continuous service of the county for a period of 15 years immediately preceding, may retire, or may be retired by the board of retirement upon recommendation of the head of the department in which he is employed, and any member who reaches the age of 70 shall so retire.

(5) Any member who has completed a period of 35 years of continuous service may retire or may be retired upon recommendation of the head of the department in which he is employed, if such action be deemed advisable for the good of the service. [Acts, 1911, c. 634, § 3.]

(6) Any employee who had already reached the age of 55 years on the date when the retirement system was established, and also became a member of the association, may be retired under the provisions of [Acts, 1911, c. 634] without having completed the otherwise required service period of 15 years. For the purpose of computing any pension payable for prior service, the board of retirement may estimate on the basis determined by them the wages received at any period for which they may deem it impracticable to consult the original records.

(7) Any employee not a member of the association who had already reached the age of 55 years on the date when the retirement system was established may be retired at any time, and shall be paid a pension equivalent to the minimum payment hereinafter provided for. [Acts, 1911, c. 634, § 6, as am. by Acts, 1913, c. 817, § 3.]

715. Board of retirement. — The management of the retirement system is . . . vested in the board of retirement, consisting of three members. . . . [Acts, 1911, c. 634, § 4.]

716. Services of board to be gratuitous. — . . . The members of the board of retirement shall serve without compensation; but they shall be reimbursed out of the contingent fund for any expense or loss of salary or wages which they may incur through service on the board. . . . [Acts, 1911, c. 634, § 4.]

717. Control of the funds, etc. — . . . The county treasurer shall have charge and control of the funds of the system, subject to the approval of the board of retirement. . . . [Acts, 1911, c. 634, § 4.]

718. Pensioners not to be paid for future services. — No person who now or hereafter receives a pension or an annuity from any city or town or any county shall be paid for any service, except service as a juror, rendered by him to said city, town or county after the date of the first payment of such pension or annuity. [Acts, 1913, c. 657.]

719. Probation officers may be pensioned. — Any probation officer or assistant probation officer whose whole time is given to the duties of his office shall, at his or her request, be retired from active service and placed upon a pension roll by the court upon which it is his duty to attend, with the approval of the county commissioners of the county in which the court is situated: *provided*, that he is certified in writing by a physician designated by such court to be permanently disabled, mentally or physically, for further service by reason of injuries or illness sustained or incurred through no fault of his in the actual performance of his duty as such officer. Any probation or assistant probation officer whose whole time is given to his duties as such officer and who has faithfully performed his duties as such officer for not less than twenty consecutive years, and who is not less than sixty years of age, shall also be

retired under the provisions of this act at his or her request without the aforesaid certification. [*Acts, 1912, c. 723, § 1.*]

Amount of pension. — Every person retired under the provisions of [the preceding paragraph] shall receive an annual pension equal to one half of the compensation received by him at the time of his retirement, this amount to be paid by the county employing him, or, if he is employed by more than one county, then by the counties by which his salary is paid, and in the same proportion. It shall be the duty of every county to appropriate annually the sums required for this purpose. [*Acts, 1912, c. 723, § 2.*]

FIRE AND WATER DISTRICTS.

720. Retirement of laborers in employ of fire and water districts. — Any laborer in the employ of any fire or water district which accepts this act, who has reached the age of sixty years and has been in the employ of such district for a period of not less than twenty-five years and has become physically or mentally incapacitated for labor, and any laborer in the employ of any such district who has been in such employ for a period of not less than fifteen years and has become physically or mentally incapacitated for labor by reason of any injury received in the performance of his duties for such district may, at his request, with the approval of the prudential committee or water commissioners, be retired from service, and if so retired he shall receive from the district, for the remainder of his life, an annual pension equal to one half of the average annual compensation paid to him as a laborer during the two years next prior to his retirement. Any laborer in the employ of such a district who has reached the age of sixty-five years and has been in such employ for a period of not less than twenty-five years shall be retired from service and shall receive from the district an annual pension computed in the manner hereinbefore set forth. This section shall take effect in any fire or water district if accepted by a majority of the voters in that district who are present and vote thereon at any annual meeting or at any special meeting duly called for the purpose. [*Acts, 1914, c. 352, § 1.*]

721. Cities and towns need not pay pension to employees of fire or water district. — If any city or town is now under any obligation under Acts, 1912, c. 503, or under Acts, 1913, c. 671, to pay a pension to any employee of a fire or water district, that obligation shall cease on the day of the next regular annual meeting of the district contained or partly contained in such city or town; and at the said next annual meeting of such district this act shall be submitted to the voters thereof, and if the act is accepted by a majority of the voters voting thereon, then the pension payable by the said city or town to the former employees of the district shall thereafter be payable by the district, and the obligation to pay pensions in accordance with the provisions of this act shall thereafter rest upon the said district and not upon the city or town in which the district is contained or partly contained. [*Acts, 1914, c. 352, § 2.*]

CITIES AND TOWNS.

For complete text of the act authorizing cities or towns to establish a retirement system for their employees, see Acts, 1910, c. 619, and amendments thereto.

Up to January 1st, 1915, no city or town in the commonwealth had reported to the insurance commissioner, as provided by Acts, 1910, c. 619, § 2 (see paragraph 723), that a vote had been taken on the above question.

722. Cities or towns may establish retirement system. — Any city or town

in this commonwealth may establish a retirement system for its employees by accepting the provisions of [Acts, 1910, c. 619] in the following manner: In the case of a city, whenever a vote to accept the provisions of the act shall have duly been passed by the city council, the question of acceptance shall then be submitted to the voters of the city at the next municipal election. The vote shall be in answer to the question placed upon the ballot: "Shall an act passed by the general court in the year 1910, entitled 'An Act authorizing the cities and towns of the commonwealth to establish retirement systems for their employees', as amended be accepted?" In the case of a town, whenever a vote to accept the provisions of the act shall have duly been passed by the board of selectmen, the question of acceptance shall then be submitted to the voters of the town at the next town meeting. If a majority of the voters voting on the question at the city election or at the town meeting shall vote in the affirmative, this act shall take effect in such city or town as hereinafter provided. . . . [Acts, 1910, c. 619, § 2, as am. by Acts, 1911, c. 338, § 2.]

723. Copy of vote to be filed with insurance commissioner. — . . . A copy of the vote of the city council or of the board of selectmen, certified by the city clerk or by the town clerk, and a copy of the vote at the city election or at the town meeting, sworn to by the local election commissioners or the officers corresponding thereto, shall, within thirty days respectively after the date of the latter vote, be filed in the office of the insurance commissioner. The latter shall forthwith issue a certificate that the retirement system is declared established in said city or town, to become operative on the first day of February or the first day of August following the expiration of three months after the date of such certificate. [Acts, 1910, c. 619, § 2, as am. by Acts, 1911, c. 338, § 2.]

724. Organization of the retirement association. — Whenever a city or town shall have voted to establish a retirement system under the provisions of section two, [paragraphs 722 and 723] a retirement association shall be organized as follows: —

(1) All employees of the city or town, on the date when the retirement system is declared established by the issue of the certificate, as provided in section two, may become members of the association. On the expiration of thirty days from said date every such employee shall be considered to have elected to become, and shall thereby become, a member, unless he shall have, within that period, sent notice in writing to the local election commissioners or the officers corresponding thereto that he does not wish to join the association.

(2) All employees who enter the service of the city or town after the date when the retirement system is declared established by the issue of the certificate, as provided in section two, except persons who have passed the age of fifty-five years, shall upon completing thirty days of service become thereby members of the association. Persons over fifty-five years of age who enter the service of the city or town after the establishment of the retirement system shall not be allowed to become members of the association, and no such employee shall remain in the service of the city or town after reaching the age of seventy years. . . . [Acts, 1910, c. 619, § 3, as am. by Acts, 1911, c. 338, § 3.]

725. Certain persons may not be members. — . . . No officer elected by popular vote may become a member of the association, nor any employee who is or will be entitled to a pension from the city or town for any reason other than membership in the association. . . . [Acts, 1910, c. 619, § 3, as am. by Acts, 1911, c. 338, § 3.]

726. Employees who may be retired. — (4) Any member who reaches the age of 60 years and who has been in the continuous service of the city or town for a

period of 15 years immediately preceding may retire or may be retired by the board of retirement, upon recommendation of the head of the department in which the member is employed, and any member who reaches the age of 70 must be retired, irrespective of such recommendation.

(5) Any member who has completed a period of 35 years of continuous service may retire, or may be retired at any age by the board of retirement upon recommendation of the head of the department in which the member is employed if such action be deemed advisable for the good of the service. [*Acts, 1910, c. 619, § 3, as am. by Acts, 1911, c. 338, § 3.*]

(6) Any employee who had already reached the age of 55 years on the date when the retirement system was established, and also became a member of the association, may be retired under the provisions of [*Acts, 1910, c. 619, as amended*] without having completed the otherwise required service period of 15 years.

For the purpose of computing any pension payable for prior service, the board of retirement may estimate on a basis determined by them the wages received at any period for which they may deem it impracticable to consult the original records.

(7) Any employee not a member of the association who had already reached the age of 55 years on the date when the retirement system was established, may be retired at any time and shall be paid a pension equivalent to the minimum payment herein provided for. [See paragraph 718.] [*Acts, 1910, c. 619, § 6, as am. by Acts, 1911, c. 338, § 6.*]

727. Pensioning laborers in cities and towns. — Any laborer in the employ of a city [except the city of Boston, see paragraph 730] or town which accepts this act, who has reached the age of sixty years and has been in such employ for a period of not less than twenty-five years and has become physically or mentally incapacitated for labor, and any laborer in the employ of such city or town who has been in such employ for a period of not less than fifteen years and has become physically or mentally incapacitated for labor by reason of any injury received in the performance of his duties for such city or town may, at his request, and in cities, with the approval of the mayor, or in towns, with the approval of the selectmen, be retired from service, and if so retired he shall receive from the city or town for the remainder of his life, an annual pension equal to one-half of the average annual compensation paid to him as a laborer during the two years next prior to his retirement. Any laborer in the employ of such a city or town who has reached the age of sixty-five years and has been in such employ for a period of not less than twenty-five years shall be retired from service and shall receive from the city or town an annual pension computed in the manner hereinbefore set forth. [*Acts, 1912, c. 503, § 1.*]

728. To be submitted to voters. — This act shall be submitted to the voters of each of the cities [except Boston] and towns of the commonwealth at the next annual state election for their acceptance or rejection,¹ and shall take effect in any city or town upon its acceptance by a majority of the voters of such city or town voting thereon. [*Acts, 1912, c. 503, § 2.*]

729. Copy of act to be mailed to voters. — Not less than two weeks and not more than four weeks before the election at which this act shall be submitted to the voters, the city clerk of each city [except Boston] shall cause to be mailed to each of the registered voters of his city a copy of this act, together with a statement that it is to be submitted to the voters at the coming election. [*Acts, 1912, c. 503, § 3.*]

¹ This act was accepted by 243 cities and towns and rejected by 109 cities and towns.

730. Not to apply to the city of Boston. — This act shall not apply to the city of Boston. [*Acts, 1912, c. 503, § 4.*]

731. Retirement board for laborers in the city of Boston. — There shall be a retirement board for the laborers employed by the city of Boston, consisting of the mayor, the auditor and the treasurer of the city, who shall discharge the duties hereby imposed upon them without additional compensation. . . . [*Acts, 1911, c. 413, § 1, as am. by Acts, 1913, c. 367, § 1.*]

732. Term "laborers" defined. — . . . The word "laborers," as here used shall mean laborers, skilled laborers, mechanics and craftsmen as registered upon the lists of the civil service commission for the labor service in the city of Boston at the date of retirement, and shall include all janitors and all women performing duties similar to those attached to positions in the labor service. [*Acts, 1911, c. 413, § 1, as am. by Acts, 1913, c. 367, § 1.*]

733. Retirement fund for laborers employed by the city of Boston. — Any laborer employed by the city of Boston who has reached the age of sixty years and who has been in the service of the city for a period of not less than twenty-five years, and who is physically incapacitated, shall, at his request and with the approval of the retirement board above provided for, be retired from service, and shall receive for the remainder of his life an annual pension equal to one half of the compensation to which he would have been entitled for full employment during the last year of his service for the city; but in no case shall such pension exceed in amount the sum of three hundred and sixty dollars per year. It shall be the duty of the said board so to retire any laborer in the service of the city who has reached the age of seventy years and has served the city for a period of not less than twenty-five years: *provided, however*, that said retirement board may, upon the request of the mayor and city council, retire any laborer employed by said city who, owing to injury, physical incompetency, old age or infirmity, may be incapacitated from further performance or discharge of his duty or labor. This act shall take effect upon its acceptance¹ by the mayor and city council of Boston. [*Acts, 1911, c. 413, § 2, as last am. by Acts, 1914, c. 765, §§ 1, 2.*]

734. Retirement of certain laborers of the city of Boston. — Laborers, skilled laborers, mechanics and craftsmen in the service of the town of Hyde Park at the time of its annexation to the city of Boston, who received appointments in, or were transferred to the labor service of the city of Boston, shall have the same right to be retired and to receive a pension under the provisions of [the preceding paragraphs 731, 732, and 733], which they would have had if the service performed by them had been performed in, and wholly for, the city of Boston. [*Acts, 1914, c. 536.*]

735. Payments to widows of deceased employees of the city of Boston. — The city of Boston may, when authorized so to do by a two-thirds vote of each branch of its city council, taken by call of the yeas and nays and approved by the mayor, pay a sum of money not exceeding two hundred and fifty dollars to the widow of an employee who shall die hereafter in the service of the city after not less than five years of continuous service therein, and in case there is no widow such sum may be paid to the next of kin: *provided*, that such next of kin were at the time of the death of such employee dependent upon his wages for support. [*Acts, 1903, c. 449, § 1.*]

736. When to take effect. — This act shall take effect only upon its acceptance

¹ This act was accepted on October 30, 1913.

by a majority vote of each branch of the city council taken by call of the yeas and nays and approved by the mayor. [*Acts, 1903, c. 449, § 2.*]

NOTE. — The above act had not been accepted by the city council (as provided in section 2) up to Dec. 31, 1914.

HISTORY OF RETIREMENT SYSTEMS FOR PUBLIC EMPLOYEES.¹

THE JUDICIARY.

In 1885 the first law was passed enabling justices of the Supreme Judicial Court to retire at the age of seventy on three-fourths salary. This was followed by a similar law passed in 1887, relative to justices of the Superior Court. Both these acts were repealed in 1899 and a new act was passed providing for retirement at the age of seventy as formerly, and further providing for retirement, with the consent of the Governor and Council, of any justice at the age of sixty, after fifteen years of service, who became incapacitated for service by illness or otherwise.

In 1906 the judges of Probate and Insolvency Courts were included in the same provisions of retirement as the justices of the Supreme and Superior Courts, except upon one-half salary instead of three-fourths; but this was changed in 1910, and the retirement allowance was made the same, viz., three-fourths of salary.

In 1908 the provisions for retirement and retirement allowances were extended to include the judges of the Land Court.

In 1911 laws were passed providing retirement, upon three-fourths salary at the age of seventy after twenty years' service, of justices of the municipal court of Boston and justices of the district, municipal and police courts throughout the State, the only difference being that the justices of the municipal court of Boston may retire without the consent of the Governor and Council, which consent is required in the case of the justices of the district, municipal and police courts.

COURT OFFICERS OF THE SUPREME AND SUPERIOR COURTS.

Acts of 1912, chapter 722.

Beneficiaries.

Any court officer of the Supreme Judicial Court or of the Superior Court.

Retirement.

Any officer, who in the judgment of the sheriff of his county is disabled for useful service, and certified by a physician to be permanently incapacitated, either mentally or physically, by injuries sustained in the actual performance of duty, and any officer who has performed faithful service for not less than twenty years and in the judgment of the sheriff is incapacitated for further service, shall, if the sheriff so requests, with the approval of the majority of the justices of the court in which he serves, be retired.

Pension.

The pension is one-half the compensation received by him at the time of retirement.

¹ The information included under this title has been taken from the report of the Commission on Pensions issued as House Bill 2450 in 1914.

By whom paid.

Pensions are paid by the State and several counties to the same extent and in the same proportion as the salaries were paid at time of retirement.

PROBATION OFFICERS.

Acts of 1912, chapter 723.

Beneficiaries.

Any probation officer or assistant probation officer whose whole time is given to the duties of the office.

Retirement.

The court upon which he attends, with the approval of the county commissioners, may retire and place upon the pension roll such officer who is —

(a) Not less than sixty years of age and who has served not less than twenty years.

(b) Permanently disabled, mentally or physically, for further service by reason of injuries or illness incurred in the performance of duty.

Pension.

The pension is one-half the annual compensation received by him at the time of retirement, and is paid by the county employing him.

PRISON OFFICERS AND INSTRUCTORS.

Acts of 1908, chapter 601, retirement of officers in prisons.

Acts of 1911, chapter 673, amendment to include instructors.

Beneficiaries.

Any officer or instructor in the State Prison, Massachusetts Reformatory, State Farm, Reformatory Prison for Women or jail or house of correction who began employment as such before June 7, 1911.

Retirement.

The Prison Commissioners, with the approval of the Governor and Council, may retire and place upon a pension roll an officer or instructor who —

(a) Is sixty-five years of age or over, and who has been employed in prison service with a good record for not less than twenty years.

(b) Has become permanently disabled by injuries sustained in the performance of his duty.

(c) Has performed faithful service for thirty years.

Approval required.

Approval of retirement is required in case of an employee of the State Farm by the trustees of that institution; in case of an employee of jail or house of correction, by the sheriff and county commissioners; in Boston the sheriff and mayor must recommend the retirement for employees of the jail and the penal institutions; the commissioner and the mayor must recommend for employees of the house of correction.

Pension.

The pension paid is an amount equal to one-half of the salary he was receiving at time of retirement.

By whom paid.

In the case of an officer or instructor in the State institutions the pension is paid by the State, and in the case of officers or instructors of jails or houses of correction the pension is paid by the counties.

POLICE.

737. Pension, when to cease. — Any police officer in this commonwealth who shall hereafter be retired and pensioned under the provisions of law, and who has accepted or may accept another appointment or employment as a police officer or police official in any city or town in this commonwealth, shall cease to receive a pension during such time as he shall hold the new appointment as police officer or police official as aforesaid. [*Acts, 1913, c. 681.*]

DISTRICT POLICE OF THE COMMONWEALTH.

Acts of 1911, chapter 675.

Any member of the district police of the commonwealth *shall* be retired and placed upon the pension roll *at his own request* —

(a) Who is, in the judgment of the Governor, disabled for useful service, and who is certified by a physician to be permanently incapacitated, either physically or mentally, by injuries sustained through no fault of his own in the actual performance of duty.

(b) Who has performed faithful service for not less than twenty years and is, in the judgment of the Governor, incapacitated for further service.

Pension.

Upon retirement he annually receives a pension equal to one-half the compensation received by him at the time of retirement.

How paid.

All pensions and expenses connected therewith are paid out of the treasury of the commonwealth.

METROPOLITAN PARK POLICE.

Acts of 1909, chapter 453; Acts of 1913, chapter 545.

The Metropolitan Park Commission shall, *at his own request*, if, in its judgment, he is disabled for useful service, retire any member of the police department of the commission, —

(a) Who is certified by a physician selected by the board to be permanently disabled, either mentally or physically, by injuries sustained through no fault of his in the actual performance of duty.

(b) Who has performed faithful service for not less than twenty years continuously, if he is, in its judgment, incapacitated for useful service.

Pension.

Retired members receive annually as a pension one-half the amount of compensation received at time of retirement.

Annuities.

In case of death from injuries received while in discharge of duty, an annuity may be paid to the widow or children not exceeding \$600 annually.

How paid.

Pensions and annuities are paid out of the Metropolitan Park Maintenance fund from specific appropriations for the purpose.

POLICE IN CITIES AND TOWNS (EXCEPT BOSTON).

The laws relative to pensions for old age and disability and annuities for police in cities and towns in the commonwealth (except Boston) are found in the following statutes: —

Acts of 1892, chapter 378, retirement for old age or disability in cities of over 75,000 population, upon acceptance by city.

Acts of 1901, chapter 377, retirement for disability incurred in service. Applied to any city or town upon acceptance.

Revised Laws, chapter 108, sections 29, 30, amending Acts of 1892, chapter 378.

Revised Laws, chapter 108, section 31, amending Acts of 1901, chapter 377.

Acts of 1902, chapter 437, annuities to widows and orphans. Applies to any city.

Acts of 1903, chapter 428, amending Revised Laws, chapter 108, sections 29, 30, to affect all cities by striking out "over 75,000."

Acts of 1904, chapter 327, retirement for age and disability *in towns*.

Acts of 1905, chapter 246, Massachusetts Police Mutual Aid Association.

Acts of 1907, chapter 186, annuities to widows and orphans. Applies to towns.

Acts of 1909, chapter 188, amending Revised Laws, chapter 108, as amended. Refers to disability.

Acts of 1910, chapter 295, excluding Boston from Massachusetts Mutual Aid Association.

Acts of 1912, chapter 447, veterans in service of cities and towns.

Acts of 1913, chapter 657, service rendered by pensioners except jury duty.

Acts of 1913, chapter 681, pensioners performing police duty after retirement.

The system is noncontributory. The pension or annuity in each case is paid by the city or town, and the acts relative to retirement must be accepted by the city or town before becoming operative.

Retirement Board.

The Retirement Board in cities consists of the board of police, and in cities where there is no board of police, the mayor and aldermen; in towns, the board or officer having authority to make appointments to the police force.

Retirement (in Cities).

Age. — There is no provision in the laws now in force for retirement on account of age. The provisions of Revised Laws, chapter 108, section 29, for retirement at the age of sixty-five, after fifteen years' service were stricken out by amendment of the Acts of 1909, chapter 188.

Disability. — Any member —

(a) *Shall* be retired upon his request or the request of the chief of police, whom the city physician certifies in writing to be permanently disabled mentally or physically by injuries sustained through no fault of his own, in the actual performance of duty, from performing further duty.

(b) *May* be retired who has performed faithful service for not less than twenty years continuously, if in the judgment of the board such member is disabled for useful service.

Retirement (in Towns).

The selectmen of every town which accepted the provisions of the Acts of 1904, chapter 327, may retire and place upon the pension roll any member of the police department who is —

(a) Sixty years of age or over, after not less than twenty-five years of continuous service.

(b) Permanently incapacitated, mentally or physically, for useful service by injuries received through no fault of his own in the actual performance of duty.

Amount of Pension.

The pension paid in every case is one-half of the annual compensation received at time of retirement.

Annuities to Widows and Orphans.

The acts providing for annuities to widows and orphans must be accepted in cities by the vote of the city council and in towns by a vote of two-thirds of the voters of the town present and voting at the town meeting.

If a policeman dies from injuries received through no fault of his own in the actual performance of duty, a pension may be paid, not exceeding \$400 yearly in cities and \$300 yearly in towns, to his widow so long as she remains unmarried, or if there is no widow to a child or children, so long as they are under sixteen years of age.

By whom paid.

In every case the pensions and annuities are paid by the city or town.

Other Provisions.

The selectmen of any town, in case of emergency, can call upon retired members for temporary service, for which service the member is entitled to full pay.

A member in receipt of a pension cannot receive pay for any other service for the city or town except as juror, and in case he accepts employment as a police officer in any city or town of the commonwealth his pension ceases during such employment.

BOSTON.

The laws relating to pensions for old age or disability and annuities for the police of Boston are found in the following statutes: —

Acts of 1878, chapter 244, first retirement act for pensions and annuities.

Acts of 1879, chapter 97, relating to police officers of cities and towns annexed to Boston.

Acts of 1883, chapter 14, correcting omission of lieutenants in act of 1878.

Acts of 1887, chapter 178, increasing pensions for disability from one-third to one-half pay, and changing form of payment of pensions.

Acts of 1892, chapter 353, relating to retirement on account of old age or disability.

Acts of 1893, chapter 51, relating to increase from one-third to one-half pay of former members who had been retired.

Acts of 1898, chapter 172, relating to veterans.

Acts of 1900, chapter 306, making retirement compulsory on request at age of sixty after twenty-five years of service.

Acts of 1903, chapter 312, including engineers and firemen of police department in pension system.

Acts of 1904, chapter 402, including members of police signal service, but act not accepted by city council.

Acts of 1906, chapter 291, vesting powers of board of police in single commissioner.

Acts of 1913, chapter 657, providing pensioners shall not be paid for service to the city, except as jurors.

Acts of 1913, chapter 681, pension to cease during employment as police officer.

Acts of 1913, chapter 770, including police department of Hyde Park.

The system is noncontributory. All pensions for disability and old age and annuities are paid by the city. The Police Commissioner, by virtue of his statutory power, makes requisition upon the city for the amount required for pensions in the same manner as other expenses of the department. Retirement is made by the Police Commissioner with the approval of the mayor.

Any member of the department (including engineers and firemen) *shall* be retired who is —

(a) Sixty-five years of age (1892).

(b) Sixty years of age and has performed active service in the department for twenty-five consecutive years, and requests retirement (1900).

(c) A veteran of the war of the rebellion, who is sixty years of age *or* has had twenty years' active service in the department, if he requests retirement (1898).

Any member *may* be retired who is, —

(d) In the judgment of the Police Commissioner, incapacitated for useful service upon the force, and who has performed faithful service for a period of not less than twenty years (1892).

(e) Certified in writing by a physician to the board of health to be permanently incapacitated, either mentally or physically, from injuries sustained in the actual performance of his duty, for further performing police duty (1892).

(f) Certified in writing by a physician to the board of health to be permanently incapacitated for performing his duty and has served fifteen years.

Amount of Pension.

The pension paid in each case is one-half the annual compensation of the member at time of retirement (1890), except in the case of members who have performed service for fifteen years and less than twenty years and are permanently incapacitated otherwise than from injury received on duty, where the pension is one-third the annual compensation of the member at time of retirement (1887).

Death.

If a policeman dies from injuries received while in the discharge of his duty and shall leave a widow, or if no widow any child or children under the age of sixteen years, a sum not exceeding \$300 may be paid by the city as annuity to the widow, so long as she remains unmarried, or to the child or children until they reach the age of sixteen years. The procedure is for the widow or children to petition the city council for the annuity, and the Police Commissioner determines the amount, not exceeding the limit (1887).

Other Provisions.

A member in receipt of a pension cannot receive pay for any other service for the city except as jurors, and in case he accepts employment as a police officer in any city or town of the commonwealth his pension ceases during such employment.

The Police Commissioner, in case of emergency, can call upon any member receiving a pension for temporary service, during which he receives full pay. This provision of the law has never been exercised by the present Police Commissioner, and was probably inserted to remedy the question of constitutionality.

Cost.

The amount paid by the city of Boston for pensions in its police department for the year ending Jan. 31, 1913, was \$139,847.11.

The number of pensioners as of Oct. 1, 1913, was as follows: 211 patrolmen and officers, 14 widows of men who died from injuries received in the service, and 1 dependent mother of a man who died from injuries received in the service.

Police Relief Association.

The Boston Police Relief Association is a voluntary organization incorporated under the Acts of 1876, chapter 16, composed of members of the police force and of former members now retired, who were members of the association when in active service. It has power to receive grants, devise, bequests and donations, and may hold real and personal estate not exceeding \$500,000.

Members are assessed and the association pays to members \$1 a day during sickness, after the first three days; to a member on the death of his wife, \$100; and to a designated beneficiary, or to the legal heirs of a deceased member, \$1,000 on his death. The association is not self-supporting, but the deficit is made up chiefly by the profits of an annual policemen's ball.

FIREMEN.

CITIES AND TOWNS (EXCEPT BOSTON).

The laws relating to pensions for old age and disability and annuities for firemen in cities and towns of the commonwealth (except Boston) are found in the following statutes:—

Revised Laws, chapter 32, section 77, allowance to families of firemen killed or fatally injured.

Revised Laws, chapter 32, section 81, in cities, pensions for disability.

Revised Laws, chapter 32, section 82, in cities, pensions for age, service, etc.

Acts of 1890, chapter 450, Massachusetts State Firemen's Association.

Acts of 1904, chapter 327, towns may pension.

Acts of 1906, chapter 171, to increase payment to association.

Acts of 1906, chapter 476, in cities, call or substitute call firemen may be pensioned.

Acts of 1907, chapter 186, annuities to widows and orphans in towns.

Acts of 1910, chapter 196, New Bedford system.

Acts of 1911, chapter 90, injured in drills.

Acts of 1912, chapter 453, Somerville system.

Acts of 1913, chapter 697, in cities, pensions to permanent and call men.

The system is noncontributory, and takes effect in cities upon acceptance by the city council, and in towns upon acceptance by a vote of two-thirds of the voters present and voting thereon at the annual town meeting.

Retirement Board.

(a) The fire commissioner or commissioners in cities having such an official, and in other cities the board of aldermen, or the board or body having the powers of the aldermen, in all cases with the approval of the mayor.

(b) In towns, the board of selectmen.

Retirement.

Age. — (a) In cities any permanent member *shall* be retired *upon his request* who has attained the age of sixty years, and has performed service for twenty-five years.

(b) In towns any permanent member *may* be retired who is not less than sixty years of age and who has performed faithful service for not less than twenty-five years continuously.

Disability. — (a) In cities any permanent or call member *shall* be retired whom the city physician certifies to be permanently disabled, mentally or physically, by injuries sustained or illness incurred through no fault of his in the actual performance of duty, from further performing duty; or any permanent member, after twenty-five years' service, if in the judgment of the board or official such member is disabled for useful service.

(b) In towns any permanent member shall be retired if found to be permanently incapacitated, mentally or physically, for useful service by injuries received through no fault of his own in the actual performance of duty.

Amount of Pension.

(a) In cities permanent members upon retirement receive an annual pension payable monthly equal to one-half the annual salary during the last year of service; call members receive the same pension as permanent members of the first grade of the same department in which he serves, or if there be no grades, the same as a permanent member performing like duties.

(b) In towns the pension is a sum equal to one-half the compensation received by him at time of retirement.

By whom paid.

The pensions enumerated above in every case are paid by the city or town.

Annuities to Widows and Orphans.

1. *Massachusetts State Firemen's Association.* — Annually the commonwealth appropriates \$15,000 to be paid to the treasurer of the association and to be called "the Firemen's Relief Fund of Massachusetts," to be used in the manner and to the amount to be determined by a board, for the relief of firemen who may be injured in the performance of their duty at fires or in going to or returning from fires, and for the relief of widows and children of firemen killed in the performance of their duty.

2. *State Payment.* — The Treasurer of the commonwealth pays to the executor or administrator, for the use of the widows and children of any fireman or members of the protective department, or any person doing fire duty by request, who is killed or dies within sixty days from injuries received while doing duty, the sum of \$1,000. The sums disbursed are paid from moneys received for taxes from fire insurance companies.

3. *Towns.* — Towns accepting the provisions of chapter 186 of the Acts of 1907 may grant an annuity not exceeding \$300 annually to the widow or children of any fireman who dies from injuries received in the actual performance of duty.

Other Provisions.

Persons receiving pensions or annuities cannot be paid for any service except jury duty by the city or county or town paying the pension or annuity.

In towns the selectmen in case of emergency may call upon retired firemen for temporary duty.

Cities having Systems created by Special Acts.

New Bedford and Somerville are exempt from the general system and have pension systems created by special acts of the General Court.

The general pension act (Revised Laws, chapter 32, section 82; Acts of 1900, chapter 246) had provided retirement at age sixty-five, and left to the city council the amount of pensions. The New Bedford system was authorized by Acts of 1910, chapter 196. It made the retirement age sixty instead of sixty-five, and provided for one-half compensation instead of leaving the amount to the city council. It further provided for retirement by the board of fire engineers, with the approval of the mayor.

The Somerville special system was authorized by chapter 453 of the Acts of 1912. To make it effective, chapter 246 of the Acts of 1900 was repealed so far as it applied to Somerville. The Somerville system was modeled on the New Bedford system, except that it left the age of retirement at sixty-five as in the general act.

These special systems were more liberal than the general act when they were created, but are not more so than the system created by chapter 697 of the Acts of 1913.

Firemen's Relief Associations.

Cambridge, Chelsea, Lynn, New Bedford, Somerville and Waltham have firemen's relief associations created by special acts of the Legislature. Generally they are for the relief and assistance of firemen, from funds raised by assessment and donation, and exempt from provisions relating to the insurance laws.

BOSTON.

The laws relating to pensions for disability or old age and annuities for firemen in the city of Boston are found in the following statutes: —

Acts of 1880, chapter 107, first retirement act. Pensions for old age, disability and annuities for death. Firemen's Relief Fund established.

Acts of 1881, chapter 22, certain provisions of 1880 to apply to protective department.

Acts of 1888, chapter 174, amendment to chapter 107, 1880.

Acts of 1890, chapter 200, relating to protective department.

Acts of 1891, chapter 404, amendment to chapter 107, 1880, and chapter 174, 1888.

Acts of 1892, chapter 347, general act establishing present system.

Acts of 1893, chapter 401, (R. L., Sec. 77, Chap. 32) \$1,000 paid by State to family of fireman killed on duty.

Acts of 1895, chapter 449, single commissioner substituted for board.

Acts of 1898, chapter 246, city may expend \$3,000 annually for disabled firemen in addition.

Acts of 1899, chapter 417, amending Acts of 1893, chapter 401.

Revised Laws, chapter 32, members of protective department entitled to benefits of Firemen's Relief Fund of Massachusetts.

Acts of 1904, chapter 233, pensions for protective department.

Acts of 1909, chapter 308, incorporation of the Boston Firemen's Relief Fund.

Acts of 1911, chapter 134, amending chapter 308, Acts of 1909.

Acts of 1912, chapter 574, pensions to former call substitutes.

Acts of 1913, chapter 168, relating to Firemen's Relief Fund.

Acts of 1913, chapter 770, including firemen of Hyde Park.

Acts of 1913, chapter 800, retirement at age of fifty-five.

Acts of 1914, chapter 519, pensions for certain officers and operators.

The pension system for firemen in Boston is noncontributory. All pensions and annuities are paid by the city.

The fire commissioner of the city of Boston, with the approval of the mayor, *shall* retire from active service and place upon the pension rolls any member who is —

(a) Fifty-five years of age and has performed service in the department not less than twenty-five years *upon his petition for retirement* (1913); and *may* retire any member who is —

(b) Disabled from injuries received in the actual performance of duty (1892).

(c) A member of the department who has served fifteen consecutive years (1892).

(d) A former call substitute, regularly rated as a call man, who has served as such for not less than fifteen consecutive years, and who was honorably discharged (1912).

(e) Certified to the fire commissioner as permanently incapacitated, either mentally or physically, for performing his duties (1892).

Amount of Pension.

The pension paid in class —

(a) Is one-half the annual compensation received at time of retirement (1913).

(b) Is, in case of total disability, two-thirds of the annual compensation allowed to men of the grade in which such member served (1892).

(c) Is, if a member of the permanent force, an amount not exceeding one-half the compensation of the grade from which he retired; if a member of the call force, one-half the compensation of the grade from which he retired, or such further sum as the commissioner may determine (1892).

(d) Is an amount not exceeding \$125 per year, to be granted by the city council with the approval of the mayor and fire commissioner (1912).

(e) Is the same as in (c) if he has served fifteen years; if he has served less than fifteen years, while the law (Acts of 1891, chapter 404, and Acts of 1892, chapter 347) provides that he may be placed on the pension roll, the amount of pension is not stated, and no provision is made for pension of such member.

Death.

If a fireman dies from injuries received in the discharge of his duties, an annuity not exceeding \$300 may be paid, upon vote of the city council and approval by the mayor, to the widow, or if no widow, to the children so long as they are under sixteen years of age; but the fire commissioner may, from time to time, order such annuity to be reduced (1880).

A further sum of \$1,000 is paid by the commonwealth to the widow or children in case of death within sixty days from injuries received in discharge of duty (Acts of 1893, chapter 401). This also includes members of the protective department.

Disability.

The city is authorized by Acts of 1898, chapter 246, to expend annually a sum not exceeding \$3,000, in addition to pensions, for the relief of firemen disabled in the service.

Special Laws.

Each year the Legislature is petitioned and enacts special laws authorizing the city to grant pensions and annuities in cases not covered by law. In 1913 the number of such special laws relating to firemen in Boston was three.

Other Provisions.

Members in receipt of a pension cannot receive pay for any other service for the city except as jurors.

The fire commissioner, in case of emergency, can call upon retired members for temporary service, during which they receive full pay. The provision was probably inserted in the law to evade the question of constitutionality.

Boston Firemen's Relief Fund.

The Boston Firemen's Relief Fund was authorized and created by chapter 107 of the Acts of 1880, which first authorized the pensioning of firemen in the city of Boston. The mayor of Boston and his successor, and the board of fire commissioners and their respective successors, were constituted a body corporate for the purpose of holding and receiving money granted, given or bequeathed for the members of the department and their families requiring assistance. By chapter 22 of the Acts of 1881 the members of the protective department were made eligible to share in the benefits of the fund.

In 1909 chapter 308 was enacted, which made the fire commissioner of Boston and his successor and twelve members of the department the body corporate to control the fund, and in 1911 chapter 134 prescribed the method by which these twelve members were to be elected. Chapter 168 of the Acts of 1913 further provided that of the twelve members four should be officers.

The receipts of the fund are largely secured from the proceeds of the annual ball of the department, which in 1913 amounted to over \$11,000, and from the interest on the trust funds, amounting to \$233,000 on Sept. 1, 1913. During the last fiscal year the association disbursed, in the form of benefits and gratuities, \$20,020.34, and in the twenty-seven years between Jan. 1, 1887, and Sept. 1, 1913, has paid over \$350,000, a yearly average of nearly \$13,000.

VETERANS.

The laws relating to retirement for veterans in the public service are found in the following statutes: —

Acts of 1892, chapter 353, Boston police department.

Acts of 1898, chapter 172, Boston police department.

Acts of 1907, chapter 458, in service of State.

Acts of 1909, chapter 398, clerks of courts in counties.

Acts of 1910, chapter 459, amendment to include all veterans in service of counties.

Acts of 1911, chapter 113, in service of Boston.

Acts of 1911, chapter 504, veterans in service of New Bedford.
 Acts of 1911, chapter 725, veterans in service of Malden.
 Acts of 1912, chapter 55, veterans in service of Lynn.
 Acts of 1912, chapter 395, amendment to Boston act.
 Acts of 1912, chapter 447, in service of cities and towns.
 Acts of 1913, chapter 313, amendment to Boston act.
 Acts of 1913, chapter 642, veterans in service of Soldiers' Home.

STATE.

A veteran of the civil war in the service of the commonwealth —

1. If incapacitated for active duty shall be retired, with the consent of the Governor, on one-half salary, provided he shall have been in the service of the commonwealth at least ten years.
2. If, in the opinion of the Governor and Council he is incapacitated so as to render his retirement necessary for the good of the service, he may so be retired at any time.
3. Or if his term of service was for a fixed number of years he is entitled to one-half salary without reappointment.

CITIES AND TOWNS.

Veterans of the civil war in the service of any city or town, if incapacitated for active duty, may be retired by the city council of a city or the selectmen of a town at one-half the average rate of compensation paid to him during the two years immediately preceding his retirement, provided he has been in the service of the city or town at least ten years.

Joint Employment.

If employed by two cities or by a city and town or by two towns, retirement must be by joint action of the two governing bodies.

Acceptance of Act.

The act is only effective when accepted by the city council of a city or by a majority of the voters of a town.

COUNTIES.

A veteran of the civil war in the service of any county, if incapacitated for active duty, having arrived at sixty-five years of age, and after ten years' service, may be retired by the county commissioners on one-half salary, but not to exceed \$800 a year, to be paid from the treasury of the county; but if in the opinion of the Governor and Council he is incapacitated so as to render his retirement necessary for the good of the service, he may be retired at any time.

BOSTON.

A veteran of the civil war in the service of the city of Boston, if incapacitated for active duty, may be retired, with the approval of the mayor, after ten years' service on one-half compensation. If his term of service was for a fixed number of years he shall be entitled to the benefits of the act without reappointment. If he is on leave of absence, or on the list of employees, although not rendering service, or if he left the employ of the city within three years preceding the passage of the act, he is entitled to

the benefits of the act. In the case of janitors in the employ of the school committee of the city, the rate of pension is based upon the net compensation as determined by the school committee.

Veterans in police department. (*See Police.*)

NEW BEDFORD, MALDEN, LYNN.

Prior to the passage of chapter 447, Acts of 1912, relative to pensioning veterans in the service of cities and towns, the above-named cities were authorized to pension veterans in their service by special acts of the General Court. Each act provides that a veteran in the service of the city, if incapacitated for active duty, may be retired with the consent of the mayor on one-half compensation after service of at least ten years, and further provides (except in the Malden act) that if the veteran's term of service was for a fixed number of years he shall be entitled to the benefits of the act without reappointment.

SOLDIERS' HOME IN MASSACHUSETTS.

A veteran of the civil war in the service of the Soldiers' Home in Massachusetts, if incapacitated for active service, may be retired after fifteen years' service by the trustees of the Home, with the consent of the Governor and Council, on one-half compensation, but not exceeding \$500 per year.

RETIREMENT SYSTEMS OF CORPORATIONS, FIRMS OR INDIVIDUALS.

738. Employers and employees may establish co-operative retirement systems, etc. — Employees, officers and agents of any corporation, firm or individual, and the corporation, firm or individual by which they are employed, are hereby authorized to form an association for the purpose of providing annuities, pensions or endowments for employees retiring from their employment on account of age, under a system by which the participating employees contribute to the funds of the association a percentage or portion of their salaries or wages as fixed by the by-laws of the association, to be deducted by the employer and paid to the association, and the employer contributes to the funds of the association in the manner and to the extent fixed in said by-laws. The funds so provided shall be held by trustees independently of other funds of the employer, for the purchase or payment of annuities, pensions or endowments to participating employees upon their retirement from service on account of age, for the payments to the representatives or appointees of any participator dying before reaching the age of retirement, for the payment to any participator retiring from service before becoming entitled to a pension or annuity and for the payment of the expenses of administration. An association formed under the authority of this act shall not be subject to the provisions of chapter five hundred and seventy-six of the acts of the year nineteen hundred and seven, or to such other provisions of law as relate to insurance companies or associations, except as herein provided. [*Acts, 1910, c. 559, § 1.*]

739. By-laws to be approved by the insurance commissioner, etc. — The by-laws of every such association shall be approved by the insurance commissioner, and shall prescribe the manner in which and the officers and agents by whom the purpose of the association may be carried out and the manner in which its funds may be invested and paid out. Such association shall be deemed to be formed when its

by-laws have been approved and agreed to by the employer and by the employees by vote of two-thirds of all employees present and voting at a meeting called by the employer for the purpose, and have been approved by said commissioner. . . . [*Acts, 1910, c. 559, § 2.*]

740. Annual report. — . . . Such association shall annually, on or before the first day of February, report to the insurance commissioner such statements of its membership and financial transactions for the year ending on the preceding thirty-first day of December as the commissioner may consider necessary to show its business and standing. Said commissioner may verify such statement by an examination of the books and papers of the association; and whoever, having charge or custody of said books and papers, neglects to comply with the provisions of this section shall be punished by a fine of not more than five hundred dollars. [*Acts, 1910, c. 559, § 2.*]

741. Exemption from taxation, etc. — The property of every such association, and the portion of the wages or salary of an employee deducted or to be deducted under this act, the right of an employee to an annuity, pension or endowment, and all his rights in the funds of the association, shall be exempt from taxation and from the operation of any law relating to bankruptcy or insolvency, and shall not be liable to attachment by trustee process or be liable to be taken on execution or on any other process legal or equitable to satisfy any debt or liability of the employer or of any member of the association. [*Acts, 1910, c. 559, § 3.*]

742. An insurance company may vote to pension its employees. — [No domestic insurance] company shall pay any pension whatsoever except as is otherwise provided herein. Any such company, when authorized so to do by a vote in each case of not less than two thirds of the whole number of its directors, which vote shall be recorded in the minutes of the board, may grant a pension to any employee who has been continuously in the service of the company for a period of ten years and who has become incapacitated for further service by reason of physical or mental disability resulting from sickness or injury, and may grant a pension to any employee retiring by reason of the infirmities of age who has been continuously in the service of the company for not less than fifteen years. No such pension shall exceed one half the former yearly salary or wages of the employee, nor shall it exceed one thousand dollars in any one year, and any such pension shall be discontinued when any such pensioner substantially recovers his earning capacity.

Any such company, with the approval in writing of the insurance commissioner, may also establish an employees' savings fund or contributory pension system for the benefit of its aged or disabled employees, to which fund or system the employees shall contribute an amount not less than the amount contributed by the company; and such a fund or system shall so be established by any such company which pays pensions to the amount of ten thousand dollars or more in any one year. [*Acts, 1907, c. 576, § 27, as am. by Acts, 1913, c. 613, § 1.*]

743. Pension system for the Boston and Maine R.R. Co. employees. — Chapter 435, Acts, 1909, provides that a co-operative pension system between the Boston and Maine Railroad Company and its employees shall be established if and whenever votes to establish the same are duly passed —

(1) By the directors; and

(2) By a vote of two-thirds of the employees voting thereon; the vote to be taken in a manner to be determined by the president of the railroad.

(NOTE. — This pension system had not been established up to January 1, 1915.)

744. To provide for the collection of information on the subject of old age pensions. — *Resolved*, That, for the purpose of securing information for the general court for a proper consideration of the subject of old age pensions, so-called, the director of the bureau of statistics be required, in connection with the taking of the decennial census in the year nineteen hundred and fifteen, to collect, assort, arrange and transmit in print to the general court at his earliest convenience the following statistical information:— the number of persons sixty-five years of age and over in the cities and towns of the commonwealth and their length of residence in the commonwealth; the number of dependent persons of all ages being supported in the various public and private institutions throughout the commonwealth; the number of persons of all ages in the various cities and towns of the commonwealth who are receiving aid from any public source or who have received it during the preceding year, and the total amounts so paid. The director of the bureau of statistics is further authorized to compile statistics as to the number of persons aided from private sources, and the total amount so paid, and to obtain any other information which, in his opinion, may promote the purposes of the inquiry. All expenses under this resolve shall be paid out of the appropriation for said census, and, so far as may be practicable, the director shall give preference in tabulating the results of the census to the compilation of the information called for by this resolve. [*Res.*, 1914, c. 120.]

SAVINGS BANK INSURANCE.

745. Definition of words and phrases used. — In this act, unless the context otherwise requires:

(a) The words "savings bank" mean a savings bank incorporated under the laws of this commonwealth and include institutions for savings incorporated as such in this commonwealth.

(b) The words "savings and insurance bank" mean a savings bank which has established an insurance department.

(c) The words "savings department" mean that department of a savings and insurance bank in which the business heretofore done by savings banks is conducted.

(d) The words "insurance department" mean the department of a savings and insurance bank in which the business of issuing life insurance and the granting of annuities is conducted.

(e) The word "trustees" means trustees of the savings bank or savings and insurance bank.

(f) The word "treasurer" means the treasurer of the savings bank or savings and insurance bank. [*Acts, 1907, c. 561, § 1.*]

746. Savings banks may establish insurance departments, etc. — Any savings bank may, upon complying with the provisions hereinafter set forth, establish an insurance department, if its board of trustees has, at a meeting specially called for the purpose, voted so to do by a majority of two thirds of its trustees present at the meeting and voting, and if such vote has been ratified by vote of a majority of the incorporators present and voting at a meeting duly called for the purpose. The notice of such trustees' meeting shall be given at least thirty days prior to the date of the meeting and shall be otherwise in accordance with any laws and by-laws governing the calling of special meetings of trustees. Copies of the vote of the trustees to establish the insurance department and of the vote of the incorporators ratifying the same, certified to by the clerk of the bank, and sworn to by the president or vice-president and the treasurer or assistant treasurer, shall be filed in the office of the bank commissioner and in the office of the insurance commissioner within thirty days after the adoption thereof; and if said commissioners shall find said votes to be in conformity with law, and that the conditions provided by section three have been complied with, and if in the opinion of the bank commissioner the financial condition of the bank presents no objection to the establishment of an insurance department, they shall issue a joint certificate declaring said insurance department established. [*Acts, 1907, c. 561, § 2.*]

747. Certain guaranty funds to be provided. — The certificate establishing the insurance department shall not be issued until there shall have been provided (a) a special expense guaranty fund as set forth in section four and (b) either a special insurance guaranty fund as set forth in section five* or the substitute provision shall have been made under section nineteen; and until (c) a certificate in duplicate, under the oath of the treasurer, shall have been filed with the insurance commissioner and the bank commissioner, certifying that said special expense guaranty fund and said special insurance guaranty fund or the substitute therefor have been furnished, and (d) said commissioners shall, upon investigation, have made a joint finding that said requirements have duly been complied with. [*Acts, 1907, c. 561, § 3.*]

748. Special expense guaranty fund, etc. — The special expense guaranty fund mentioned in section three shall consist of not less than five thousand dollars in cash advanced to and placed at the risk of said department as a guaranty fund to be applied in payment of the expenses thereof, if and so far as the amounts contributed from the loading in the insurance premium and in annuity charges, together with any membership fee and surrender and death charges, shall prove insufficient to pay the expenses of said insurance department. The original amount of such guaranty fund shall be fixed by the trustees with the approval of the state actuary, to be appointed as provided in § 15 of this act, and the guaranty fund may be increased at any time thereafter by the trustees. The amounts advanced as a special expense guaranty fund shall be evidenced by certificates of the par value of one hundred dollars, and the holders thereof shall be credited with interest thereon annually, with annual rests, at a rate equal to the average rate paid in that year upon its deposits by the savings department. If in any year ending October thirty-one the profits remaining, after setting aside amounts for surplus as provided in § 21, shall be sufficient therefor, the trustees shall from such profits reimburse said expense guaranty fund for any amounts theretofore drawn from it to defray expenses of the insurance department, and if, after so reimbursing said fund, and after reimbursing the special insurance guaranty fund for amounts theretofore drawn from it, the balance of profits shall be sufficient therefor, the trustees shall pay to the holders of the certificates of said expense guaranty fund the interest accrued thereon, or such part thereof as the amount may suffice to cover. Said expense guaranty fund may be retired with the approval of the bank commissioner and the insurance commissioner whenever in the opinion of the trustees it is no longer required. The amount so advanced as an expense guaranty fund shall be repaid and the interest credited shall be paid only as above provided, or under the provisions of § 26, and shall not be deemed a liability of the insurance department in determining the solvency thereof. [*Acts, 1907, c. 561, § 4.*]

749. Special insurance guaranty fund, etc. — The special insurance guaranty fund mentioned in § 3 shall consist of not less than twenty thousand dollars in cash advanced to and placed at the risk of the insurance department, which shall be applicable to the payment and satisfaction of all losses or other obligations arising out of policies or annuity contracts, if and whenever the liabilities of said department including the insurance reserve are in excess of its assets. The original amount of such special insurance guaranty fund shall be fixed by the trustees with the approval of the state actuary, and the guaranty fund may be increased at any time thereafter by vote of the trustees. The amounts advanced to such special insurance guaranty fund shall be represented by certificates of the par value of one hundred dollars, and the holders thereof shall be credited with interest thereon annually, with annual rests, at the rate equal to the average rate paid in that year upon its deposits by the savings department. If in any year ending October thirty-one the profits remaining are sufficient therefor, after setting aside amounts for the surplus as provided in § 21, and reimbursing the special expense guaranty fund and said special insurance guaranty fund for all amounts theretofore drawn from them or either of them, and paying interest on the certificates representing the special expense guaranty fund, the trustees may pay the interest accrued on said insurance guaranty certificates or such part thereof as the amount may suffice to cover. After the special expense guaranty fund has been retired as provided in § 4, said special insurance guaranty fund may, with the approval of the insurance commissioner, be retired by the trustees as soon as the

insurance department shall have accumulated a surplus in excess of all its liabilities equal to the amount of such guaranty fund, including any interest accrued thereon remaining unpaid; and said insurance guaranty fund may with like approval be retired from time to time, in part, but the balance of such guaranty fund, including unpaid interest plus the surplus on hand, shall at no time be less than the amount of the original insurance guaranty fund. The amounts so advanced as an insurance guaranty fund shall be repaid and the interest credited thereon shall be paid only as above provided, or under the provisions of § 26, and shall not be deemed a liability of the insurance department in determining the solvency thereof. [*Acts, 1907, c. 561, § 5.*]

750. May issue policies of insurance, grant annuities, etc. — Any savings and insurance bank acting through its insurance department shall, after the issue of the license provided for in § 7, have power to make and issue policies upon the lives of persons and to grant or sell annuities with all the rights, powers, and privileges and subject to all the duties, liabilities, and restrictions in respect to the conduct of the business of life insurance conferred or imposed by general laws now or hereafter in force relating to domestic legal reserve life insurance companies, so far as the same are applicable and except as is otherwise provided herein. The insurance department shall, in all respects except as is otherwise provided herein, be managed as savings banks are managed under general laws now or hereafter in force relating to savings banks. Such insurance department may in its discretion decline particular classes of risks or reject any particular application. [*Acts, 1907, c. 561, § 6.*]

751. Savings and insurance banks which have complied with certain provisions may be licensed. — A license to issue policies and make annuity contracts shall, upon the application of the trustees, be granted by the insurance commissioner to any savings and insurance bank which has duly complied with the requirement set forth in section three; but the said license shall be revocable by the insurance commissioner at his discretion, and after having given thirty days' written notice to the said trustees, provided not more than twenty thousand dollars of insurance on not less than one hundred lives of residents of this commonwealth, on which all payments due by the terms thereof have been made thereon, shall have been applied for and issued, and then remain outstanding. . . . [*Acts, 1907, c. 561, § 7.*]

752. A list of outstanding policies to be filed with the insurance commissioner. — . . . A list showing the amount of outstanding policies, with the names of the holders thereof, shall be filed by the treasurer of the said bank with the insurance commissioner at the close of each month, until the above limits as to amount of insurance, and number of persons insured and holding policies standing in full force by reason of the due payment of premium, have been exceeded. Upon the filing of every such list, the correctness of which shall be certified by the treasurer under oath, the insurance commissioner may make such investigations as he may deem proper, in order to ascertain the truth of the facts thus certified by the treasurer. The revocation of the license of any bank under the terms of this section shall not affect the right and the obligation of the bank to continue and fulfil its existing contracts, or the right, with the approval of the insurance commissioner, to reinsure them or to transfer them to another bank or company holding a license to do insurance business in this commonwealth. [*Acts, 1907, c. 561, § 7.*]

753. Assets, how to be applied, etc. — The assets of the savings department shall be liable for and applicable to the payment and satisfaction of the liabilities,

obligations, and expenses of the savings department only. The assets of the insurance department shall be liable for and applicable to the payment and satisfaction of the liabilities, obligations, and expenses of the insurance department only. . . . [Acts, 1907, c. 561, § 8.]

754. Separation of accounts. — . . . The savings department and the insurance department shall be kept distinct also in matters of accounting and of investment. Expenses pertaining to the conduct of both the savings department and the insurance department, such as office rent and the salaries of general officers, shall be apportioned by the trustees equitably between the two departments. [Acts, 1907, c. 561, § 8.]

755. Investment of funds, etc. — The funds of the insurance department, whether arising from premiums, annuity contracts, guaranty funds, or from the income thereof, and whether constituting insurance reserve or surplus, shall be invested in the same classes of securities and in the same manner in which the deposits of the savings department are or may hereafter be required by law to be invested, except that it may make loans upon any policy of insurance or annuity contract issued by it to the extent specified in [paragraphs 761 to 765.] [Acts, 1907, c. 561, § 9.]

756. Amount of policy limited. — No savings and insurance bank shall write any policy binding it to pay more than five hundred dollars, exclusive of dividends or profits, upon the death of any one person, nor any annuity contract binding it to pay in any one year more than two hundred dollars, exclusive of dividends or profits. [Acts, 1907, c. 561, § 10.]

757. Policy not to become forfeit, after certain payments have been made. — No policy of life or endowment insurance or annuity contract issued by any savings and insurance bank shall become forfeit or void for non-payment of premium after six full months' premiums have been paid thereon; and in case of default in the payment of any subsequent premium, then, without any further stipulation or act, such policy shall be binding upon the bank at its option, either (a) for the cash surrender value or (b) for the amount of paid up insurance which the then net value of the policy and all dividend additions thereon, less any indebtedness to the bank on account of said policy, and less a surrender charge of not more than one per cent of the face value of the policy, will purchase as a net single premium for life or endowment insurance, maturing or terminating at the time and in the manner provided for in the original policy contract, or (c) for the amount of paid up term insurance which such net value would purchase. [Acts, 1907, c. 561, § 11, as am. by Acts, 1908, c. 222.]

758. Insurance restricted to residents of this commonwealth. — No policy or annuity contract shall be issued, except upon the life and for the benefit of a resident of the commonwealth. If the holder of any policy or annuity issued by such a bank becomes a resident of another state or country, it shall be necessary, unless the bank otherwise provides, for such a policy holder or such an annuitant, or his duly authorized representative, or the beneficiary entitled to a claim for loss under such a policy, to make or receive payments at the bank, or by correspondence, without notice from the bank. Should a lapse occur by reason of the failure of any such person to do so seasonably, the liability of the bank, in case of a policy of insurance, shall be only for the amount of its previously acquired paid up insurance value, or on demand, for the stipulated cash surrender value thereof. Upon the presentation of the proof of death of any insured who had so become a resident of another state, the treasurer

of the issuing bank may, if he deems it necessary, cause an independent investigation to be made in such other state into the alleged facts, and the expenses thereof may, in the discretion of the treasurer, be deducted from the amount otherwise payable on the policy. [*Acts, 1907, c. 561, § 12.*]

759. Soliciting of insurance and house to house collections forbidden.

— Savings and insurance banks shall not employ solicitors of insurance, and shall not employ persons to make house to house collections of premiums; but the trustees may, in their discretion, establish such agencies and means for the receipt of applications for insurance and of deposits and of premium and annuity payments, at such convenient places and times, of such nature and upon such terms as the bank commissioner and the insurance commissioner may approve. The trustees may also, with like approval, appoint any savings bank or savings and insurance bank its agent to make, so far as thereunto authorized, payments due on policies of insurance and on contracts for annuities, and to perform other services for the insurance department. All savings banks and all savings and insurance banks are authorized with like approval to act as such agents. The business of the insurance department may, in the discretion of the trustees, be carried on either in the same building with that of the savings department, or in a different building. [*Acts, 1907, c. 561, § 13.*]

760. General insurance guaranty fund created. — The General Insurance Guaranty Fund is hereby created a body corporate with the powers specifically provided in this act, and with all the general corporate powers incident thereto. The affairs of said corporation shall be managed by a board of seven trustees, who shall be appointed by the governor with the advice of the council, shall be selected from persons then trustees of savings banks or of savings and insurance banks, and shall serve without compensation. The first seven members shall be appointed within thirty days after the passage of this act, and shall hold office for the following terms, beginning July 1, 1907: one for the term of seven years, who shall be the temporary president; one for the term of six years; one for the term of five years; one for the term of four years; one for the term of three years; one for the term of two years; one for the term of one year; and thereafter in the year in which any term shall expire a trustee shall be appointed for the term of seven years beginning with the first day of July in the year of his appointment. Any vacancy occurring among said trustees shall be filled by appointment of a trustee, as above provided, for the remainder of the term. The trustees shall organize as soon as may be after their appointment, shall adopt a code of by-laws, and shall elect from their own number a president and a vice president, and shall also elect a treasurer and a clerk, all of whom shall hold office for one year and until their successors are appointed. The governor shall have power, with the advice of the council, to remove any trustee at any time for cause. [*Acts, 1907, c. 561, § 14.*]

761. Insurance actuary, appointment of. — The trustees of the General Insurance Guaranty Fund shall, with the approval of the governor and council, appoint, and may with their consent remove, an insurance actuary to be called state actuary, with such salary or compensation to be paid by the commonwealth as the trustees shall, with the approval of the governor and council, from time to time determine. The trustees may also appoint such clerks and assistants to the state actuary as the public business in his charge may require. . . . [*Acts, 1907, c. 561, § 15, as am. by Acts, 1914, c. 246.*]

762. State actuary to prepare forms of policies, etc. — . . . The state

actuary, with the advice of the attorney-general as to matters of legal form, shall prepare standard forms of life insurance policies and life annuity contracts, including a whole life policy, a limited payment life policy, a limited term policy, an endowment policy, an annuity contract, and a combination of life insurance policy and deferred annuity contract, and such others, if any, as may from time to time, in the opinion of the insurance commissioner, be desirable. Every policy and annuity contract shall provide that the issuing bank may make any payment thereunder by placing to the credit of the account of the registered beneficiary in the savings department the amount payable. Such standard forms shall be used as the uniform and exclusive forms of policies by all savings and insurance banks. He shall also prepare the form of blanks for applications for life insurance policies and life annuity contracts and for proof of loss, and all other forms which may be necessary for the efficient prosecution of the business, also books of record and of account, and all schedules and all reports not otherwise provided for which may be required in the conduct of the business, and these shall be used as the uniform and exclusive form of blanks, books, schedules, and reports in the insurance department of all savings and insurance banks. He shall also, consistently with the statutes governing domestic legal reserve life insurance companies, determine and prepare the table of premium rates for all kinds of life insurance policies, and the purchase rates for annuities, and the amount of the membership fee, the surrender and any proof of death charges, and the premium rates for reinsurance. The rates, fees, and charges so fixed shall be adopted as the uniform and exclusive premiums, annuity rates, the initiation, the surrender, and the proof of death charges. He shall also determine and prepare tables showing the amounts which may be loaned on insurance policies, and the reinsurance rates to be charged by all savings and insurance banks, and the guaranty charges to be made by the General Insurance Guaranty Fund, but the loan value shall in no event exceed the reserve on any policy. He shall also prepare or procure tables for computing the legal reserve to be held under insurance and annuity contracts, and for this purpose may, with the approval of the insurance commissioner, adopt a table of mortality which may be deemed more suitable than the American experience table for policies of insurance of the character and amounts to which the risks of the banks are limited; and shall in all other respects, except as herein otherwise stated, perform the duties of insurance actuary for all the savings and insurance banks and the General Insurance Guaranty Fund. . . . [Acts, 1907, c. 561, § 15, as am. by Acts, 1914, c. 246.]

763. Ordinary actuarial routine work to be performed by the bank clerks. — . . . The ordinary actuarial routine work of the banks, including an annual and other valuations of their policies, shall be performed by their clerks, guided and assisted, so far as may be necessary, by the advice and instruction of the state actuary; but an annual valuation of all the policies of the banks and of the condition of the General Insurance Guaranty Fund as of October thirty-first of each year shall be made in the office of the state actuary under his direction, and from schedules of policy data on blanks furnished by him and prepared by the banks in accordance with his instructions. . . . [Acts, 1907, c. 561, § 15, as am. by Acts, 1914, c. 246.]

764. State actuary to furnish blanks for policies, applications, etc. — . . . The state actuary shall also furnish to the savings and insurance banks and to the General Insurance Guaranty Fund all blanks for policies, applications, schedules, and other papers and books which the state actuary is required to prepare, as herein provided. . . . [Acts, 1907, c. 561, § 15, as am. by Acts, 1914, c. 246.]

765. To determine the ratio of actual to expected mortality claims. — . . . The state actuary shall for each year ending October thirty-first determine the ratio of actual to expected mortality claims for all of the savings and insurance banks combined, and shall determine a similar ratio for each of the savings and insurance banks separately. Both calculations shall be based upon the mortality tables and the rate of interest used by the banks in the calculation of the premiums, or upon such other bases as shall be approved by the insurance commissioner. If the calculation of the ratio pertaining to any savings and insurance bank shall show that the actual mortality experienced is less than the mortality expected to be experienced by all of the banks combined, the state actuary shall send to such bank a certificate setting forth the amount of such difference, and thereupon such bank shall send to the General Insurance Guaranty Fund in cash the amount of such certificate. The state actuary shall also furnish to the trustees of the General Insurance Guaranty Fund a certificate in respect to any savings and insurance bank in which the ratio of the actual to the expected mortality has exceeded the ratio of the actual to the expected mortality for all of the banks combined, and thereupon the trustees of the General Insurance Guaranty Fund shall pay to such bank the amount of such excess as evidenced by such certificate.

In determining the net profits, as defined in section twenty-one, to be distributed to the holders of the policies and annuity contracts each year for each savings and insurance bank, the state actuary shall consider as a mortality factor the ratio of the actual to the expected mortality for all of the savings and insurance banks combined. [*Acts, 1907, c. 561, § 15, as am. by Acts, 1914, c. 246.*]

766. State medical director, appointment, etc. — The trustees of the General Insurance Guaranty Fund shall, with the approval of the governor and council, appoint, and may with their consent remove, a physician to be known as the state medical director, with such salary or compensation to be paid by the commonwealth as the trustees shall, with the approval of the governor and council, from time to time determine, who shall, subject to the supervision and control of the insurance commissioner, prescribe the rules relating to health or acceptability of the applicant for insurance, and shall act as supervising and advising physician for the medical department of all the savings and insurance banks. He may also appoint such assistants, if any, as the public business in his charge may require. [*Acts, 1907, c. 561, § 16.*]

767. Services of the actuary and director to be gratuitous. — No charge shall be made to the banks by the General Insurance Guaranty Fund or by the commonwealth for the services which the state actuary and the state medical director render and for the blanks and books which are to be furnished to the savings and insurance banks as prescribed in section fifteen. [See paragraphs 761 to 765.] [*Acts, 1907, c. 561, § 17.*]

768. Percentage of premiums to be paid to the General Insurance Guaranty Fund. — Every savings and insurance bank shall, on the third Wednesday of each month, pay to the General Insurance Guaranty Fund an amount equal to four per cent of all amounts paid to it as premiums on policies or in the purchase of annuities during the preceding month. Said sums shall be held as a guaranty for all obligations on policies or annuity contracts of the insurance departments of all savings and insurance banks, and so much thereof shall be paid over to any bank, to be applied in the payment of losses or satisfaction of other obligations on said policies or annuity contracts, as may be required to prevent or to make good an impairment of its insurance

reserve. Any amount so paid to any bank shall be charged to its account, and be repaid with interest compounded semi-annually at the rate of five per cent per annum out of the surplus funds of said insurance department as soon and so far as an adequate surplus exists. The amounts so advanced by the General Insurance Guaranty Fund to any bank shall be repaid only as above provided, and shall not be deemed a liability in determining the solvency of its insurance department. [*Acts, 1907, c. 561, § 18.*]

769. The General Insurance Guaranty Fund may guarantee insurance risks in certain cases. — If and whenever the funds held by the General Insurance Guaranty Fund are in the opinion of both the insurance commissioner and the bank commissioner sufficient therefor, said trustees may enter into a contract with any savings bank desiring to establish an insurance department to guarantee all the risks of such bank until such time as it shall have a surplus of not less than twenty thousand dollars nor less than ten per cent of the aggregate insurance reserve. If and whenever such guaranty contract is entered into by any bank, it shall not be necessary to provide the special insurance guaranty fund provided for in § 5 before the insurance commissioner and the bank commissioner are entitled to issue the certificate establishing the insurance department as provided in [paragraph 747.] [*Acts, 1907, c. 561, § 19.*]

770. Investments. — The funds of the General Insurance Guaranty Fund shall be invested in the same classes of securities and in the same manner in which the deposits of the savings department are, or may hereafter by law be required to be invested; but the trustees of said fund shall be at liberty to deposit in any savings bank any funds on hand which by reason of the smallness of the amount or for any other reason cannot, in the opinion of the trustees, otherwise properly be invested at that time. [*Acts, 1907, c. 561, § 20.*]

771. Percentage of profits to be set apart as an emergency fund. — Savings and insurance banks shall annually set apart as a surplus from the net profits, if any, which have been earned in the insurance department, an amount not less than twenty nor more than seventy-five per cent thereof, until such fund equals ten per cent of the net insurance reserve, or the amount of the special insurance guaranty fund, whichever is the greater. Such surplus fund shall thereafter be maintained and held to meet losses in its insurance department from unexpectedly great mortality, depreciation in its securities, or otherwise. The balance of the net profits shall be distributed equitably annually among the holders of its policies and annuity contracts; such distribution to be made in the discretion of the trustees either in cash or by addition to the amounts payable under the policies or annuity contracts. [*Acts, 1907, c. 561, § 21.*]

772. Insurance policies, by whom signed, etc. — Life insurance policies and annuity contracts may be signed on behalf of the savings and insurance banks by the treasurer or assistant treasurer, or by such other officer or employee of the savings and insurance banks as the trustees may from time to time determine. [*Acts, 1907, c. 561, § 22.*]

773. Premiums may be reduced in certain cases, etc. — If and whenever the net assets of the General Insurance Guaranty Fund over all liabilities exceed one hundred thousand dollars or five per cent of the aggregate outstanding insurance reserve of all savings and insurance banks, whichever is the greater, the trustees of said fund may, with the approval of the insurance commissioner, reduce the percentage of premiums on insurance and annuities so payable to it, or altogether discontinue the

same; but the trustees shall have the power to require at any time thereafter said contribution to be made at a rate not exceeding that provided for in section eighteen. [See paragraph 768.] [*Acts, 1907, c. 561, § 23.*]

774. Taxes, etc. — Savings and insurance banks shall in respect to all funds held by the insurance department as a part of its insurance reserve or surplus, and the General Insurance Guaranty Fund shall in respect to all funds held by it, pay to the commonwealth the same taxes, at the same rate, to the same extent, and in the same manner as taxes are now payable on deposits held by the savings department. Savings and insurance banks shall not be taxable on funds held as part of the expense guaranty fund, or of the insurance guaranty fund, nor shall such banks or the General Insurance Guaranty Fund be liable for any taxes or fees provided to be assessed upon life insurance companies, or for any taxes or fees except as above provided. All insurance policies and annuity contracts issued by such banks shall otherwise be exempt from taxation. [*Acts, 1907, c. 561, § 24.*]

775. Suits, etc. — Any suit brought on or in respect to any policy or annuity contract issued by any savings and insurance bank shall be brought in the county in which such bank is located, and within two years after the date of the alleged cause of action. [*Acts, 1907, c. 561, § 25.*]

776. Issuing of policies may be discontinued, etc. — Any savings insurance bank may at any time discontinue the issuing of insurance policies and annuity contracts if its board of trustees has, at a meeting duly called for the purpose, voted so to do by a majority of two thirds of its trustees present at the meeting and voting. The notice of such meeting shall be given at least thirty days prior to the date of such meeting, and shall be otherwise in accordance with any laws or by-laws governing the calling of special meetings of trustees. A copy of the vote to discontinue said business certified to by the clerk of the bank, and sworn to by the president or vice president and the treasurer or assistant treasurer, shall be filed in the office of the bank commissioner and also in the office of the insurance commissioner. A bank which has so voted may reinsure all outstanding policies and annuity contracts in any other savings and insurance bank, or, with the approval of the insurance commissioner and the bank commissioner, in any purely mutual legal reserve life insurance company organized under the laws of Massachusetts, if such company does not employ solicitors of insurance or make house to house collection of premiums, and does not provide for the payment of interest on its guaranty capital of more than four per cent, if it makes provision satisfactory to the insurance commissioner for carrying out with reasonable convenience to policy holders and annuitants its then existing contracts. When a bank which has voted to discontinue said business has so reinsured its outstanding policies and annuity contracts, or fully performed the same, it shall transfer to the General Insurance Guaranty Fund all the assets of the insurance department remaining after paying all its liabilities, including special guaranty fund certificates issued under [paragraph 748 or 749.] [*Acts, 1907, c. 561, § 26.*]

777. Examinations of savings bank insurance departments. — The insurance commissioner and the bank commissioner shall, at least once in each year, and whenever they consider it expedient, either alone or together, personally or by deputy or assistant, examine the insurance department of each savings and insurance bank and the General Insurance Guaranty Fund. At such examination they shall have free access to the vaults, books, and papers, and shall thoroughly inspect and examine the affairs of said corporation to ascertain its condition, its transactions, its ability to

fulfil its obligations, and whether it has complied with all the provisions of law applicable to it. They shall preserve in a permanent form a full record of their proceedings, including a statement of the condition of the insurance department of each of said banks. [*Acts, 1907, c. 561, § 27.*]

778. Summoning of witnesses in examinations, etc. — Either of said commissioners or his deputy or assistant specially authorized by him in writing may summon the trustees, officers, or agents of any such corporation, and such other witnesses as he thinks proper, and examine them relative to the affairs, transactions, and condition of the insurance department or of the General Insurance Guaranty Fund, and for that purpose may administer oaths. Whoever without justifiable cause refuses to appear and testify when so required, and whoever obstructs a commissioner in the performance of his duty, shall be punished by a fine of not more than one thousand dollars or by imprisonment for not more than one year. [*Acts, 1907, c. 561, § 28.*]

779. May be restrained from doing business in certain cases, etc. — If upon examination the insurance department of any savings and insurance bank appears to both the bank commissioner and the insurance commissioner to be insolvent, or if they find its condition such as to render the continuance of its business hazardous to the public or to the holders of its policies or contracts, the commissioners shall apply or, if such bank appears to have exceeded its powers or failed to comply with any provision of law, may apply to the supreme judicial court, which shall have jurisdiction in equity of such application, for an injunction to restrain such department, in whole or in part, from further proceeding with its business. The court may appoint one or more receivers to take possession of the property of the insurance department, subject to such directions as may from time to time be prescribed by the court, — without in any respect affecting the operations of the savings department. The provisions in R. L., c. 113, §§ 7 and 8 [as amended], shall be applicable to such receivers. [*Acts, 1907, c. 561, § 29.*]

780. Annual statement to be filed. — The treasurer shall annually within twenty days after the last business day in October file in the offices of the insurance commissioner and of the bank commissioner a statement which shall exhibit the financial condition of the insurance department on the last business day of October. For cause the commissioners may extend the time within which any such statement may be filed, but not to a date later than the fifteenth day of December. Such annual statement shall be in the form required by the bank commissioner and the insurance commissioner. They shall embody therein so much of the forms now prescribed for life insurance companies and for savings banks as may seem to them appropriate, with any additional inquiries they may require for the purpose of eliciting a complete and accurate exhibit of the condition and transactions of the companies. The assets and liabilities shall be computed and allowed in such statement in accordance with the rules governing insurance companies, except as herein otherwise provided. The president or vice president of the savings and insurance bank and five or more of the trustees shall certify and make oath that the report is correct according to the best of their knowledge and belief. The insurance commissioner and the bank commissioner may also at any time require the treasurer to make such other statement of condition or furnish such other information concerning the insurance department as they may deem necessary. [*Acts, 1907, c. 561, § 30.*]

781. Annual statement of treasurer of Guaranty Fund. — The treasurer

of the General Insurance Guaranty Fund shall annually, within thirty days after the last business day of October, file in the offices of the insurance commissioner and of the bank commissioner a statement in such form as said commissioners shall prescribe, which shall exhibit its financial condition on the last business day of October, and shall also at any time make such statement of condition and furnish such other information concerning its business as said commissioners may deem necessary. The president of said fund and three or more trustees shall certify and make oath that the report is correct to the best of their knowledge and belief. [*Acts, 1907, c. 561, § 31.*]

782. Annual report to be made to the general court. — The insurance commissioner and the bank commissioner shall prepare annually from the said reports concerning insurance departments and the General Insurance Guaranty Fund, and communicate to the general court on or before the first Wednesday in February, a statement of the condition of each savings and insurance bank and of said General Insurance Guaranty Fund, and shall make such suggestions as they may consider expedient relative to the general conduct and condition of each bank visited by them. [*Acts, 1907, c. 561, § 32.*]

783. Expenditure. — There may be expended out of the treasury of the commonwealth a sum not exceeding ten thousand dollars to carry out the provisions of this act. [*Acts, 1907, c. 561, § 33.*]

CO-OPERATIVE ASSOCIATIONS.

(For the statutes governing co-operative banks see compilation issued by the bank commissioner.)

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CO-OPERATIVE SOCIETIES.

784. Co-operative societies may be formed. — Seven or more persons, residents of the commonwealth, may associate themselves as a corporation, association, society, company or exchange, for the purpose of conducting within the commonwealth any agricultural, dairy or mercantile business on the co-operative plan. The word "co-operative" shall form a part of the name of the corporation, and, for the purposes of this act, the words "association", "company", "exchange", "society", and "union", shall have the same signification and shall import a corporation. [*Acts, 1913, c. 447, § 1.*]

785. Incorporation. — The corporation shall be formed in the manner prescribed in, and be subject to, the provisions of Acts, 1903, c. 437, and all acts in amendment thereof and in addition thereto, so far as they are not inconsistent with the provisions of this act. [*Acts, 1913, c. 447, § 2.*]

786. Capital stock. — The capital stock of such a corporation shall not exceed the amount of ten thousand dollars. No stockholder shall own shares of a greater par value than four hundred dollars, or be entitled to more than one vote on any subject arising in the management of the corporation. [*Acts, 1913, c. 447, § 3.*]

787. Investment of reserve fund, etc. — At any regular meeting, or at any duly called special meeting, at which a majority of all its stockholders shall be present, a corporation organized under this act may authorize the investment of its reserve fund or any part thereof, first, in the building in which it is doing business, or, second, in a first mortgage of real estate owned and occupied as a dwelling by any of its stockholders. [*Acts, 1913, c. 447, § 4.*]

788. Apportionment of earnings. — The directors of every such corporation shall apportion the earnings of the corporation in the following manner:

1. They shall set aside annually not less than ten per cent of the net profits of the corporation for a reserve fund until there is accumulated in said reserve fund an amount not less than thirty per cent of the paid-up capital stock.

2. They shall declare and pay dividends on the paid-up capital stock not exceeding five per cent per annum. [*Acts, 1913, c. 447, § 5.*]

789. Distribution of earnings. — 1. From the balance of the net earnings of the corporation the directors may appropriate a sum not exceeding five per cent of the annual net earnings to be used in teaching co-operation.

2. The directors may distribute the remainder of such earnings, or any part thereof, by a uniform dividend upon the amount of purchases of shareholders, and upon the amount of wages which have been earned and paid to employees, except that in the case of a purchaser who is not a shareholder but who desires to become a shareholder a dividend of one half the uniform dividend may be declared upon

such nonshareholders' purchases and credited to him on account of the purchase of stock for which he may subscribe. The profits or net earnings of such a corporation shall be distributed to those entitled thereto at such times as the by-laws shall prescribe, which shall be as often as once in twelve months. [*Acts, 1913, c. 447, § 6.*]

790. Co-operative associations now organized may accept provisions of this act. — Any co-operative association now organized by law in this commonwealth for any of the purposes mentioned in this act, and qualified so to do, may by a majority vote of the stockholders at a meeting called for the purpose vote to accept the provisions of this act, and shall thereupon present to the commissioner of corporations a certificate, signed and sworn to by its secretary, setting forth a copy of said vote, the date of the meeting at which the vote was passed, and such further evidence as the commissioner may require of its legal existence and of its intention to accept the provisions of this act. The commissioner shall examine the certificate and evidence of organization, and, if it appears that the provisions of law have been complied with, shall so certify, and shall approve the certificate by his endorsement thereon, and thereupon such corporation shall have the powers and privileges and be subject to the duties and liabilities of corporations formed under this act. Upon the payment of a fee of one dollar said certificate shall be filed in the office of the secretary of the commonwealth, who shall cause it and the endorsement thereon to be recorded. [*Acts, 1913, c. 447, § 7.*]

791. Earnings to be distributed. — A corporation which is organized for the purpose of co-operation in carrying on any business and of co-operative trade shall distribute its earnings or profits among its workmen, purchasers and stockholders at such times and in such manner as its by-laws shall prescribe, but as often at least as once in twelve months. No distribution shall be made unless at least ten per cent of the net profits have been appropriated for a contingent or sinking fund, until an amount has accumulated equal to thirty per cent of its capital stock. No person shall hold shares in any such corporation to an amount exceeding one thousand dollars at their par value, nor shall a stockholder be entitled to more than one vote upon any subject. [*Acts, 1903, c. 437, § 93.*]

CREDIT UNIONS.

792. Defining term "credit union." — In this act the words "credit union" shall mean a co-operative association formed for the purpose of promoting thrift among its members. [*Acts, 1909, c. 419, § 1.*]

793. Credit unions may loan savings of its members. — A credit union may receive the savings of its members in payment for shares or on deposit; may lend to its members at reasonable rates or invest as hereinafter provided, the funds so accumulated; and may undertake such other activities relating to the purpose of the association, as its by-laws may authorize. [*Acts, 1909, c. 419, § 2.*]

794. Organization of credit unions. — Seven or more citizens of this commonwealth who have associated themselves by an agreement in writing for the purpose of forming a credit union may, with the consent of the board of bank incorporation, become a corporation upon complying with all the provisions of R. L., c. 114, § 3, except those which relate to the limit of capital to be accumulated. The board of bank incorporation is hereby authorized to grant such consent when it is satisfied that the proposed field of operation is favorable to the success of such credit union, and

that the standing of the proposed members is such as to give assurance that its affairs will be administered in accordance with the spirit of this act. [*Acts, 1909, c. 419, § 3.*]

795. Use of words "credit" and "union" forbidden. — No person, partnership, association or corporation, except corporations formed under the provisions of this act, shall hereafter transact business under any name or title which contains the two words "credit" and "union." The provisions of Acts, 1908, c. 590, § 17, shall apply to, and as prescribed therein proceedings shall be brought against, any person, partnership, association or corporation which violates the provisions of this section. [*Acts, 1909, c. 419, § 4.*]

796. Subject to supervision of bank commissioner. — The provisions of Acts, 1908, c. 590, §§ 1 to 16, both inclusive, shall apply to such corporation and its directors, committees and officers, and they shall be subject to the supervision of the bank commissioner in the manner and to the extent set forth in said sections. [*Acts, 1909, c. 419, § 5.*]

797. Content of by-laws. — The by-laws shall prescribe —

- (a) The name of the corporation.
- (b) The purposes for which it is formed.
- (c) The conditions of residence or occupation which qualify persons for membership.
- (d) The par value of the shares of capital stock.
- (e) The conditions on which shares may be paid in, transferred and withdrawn.
- (f) The conditions on which deposits may be received and withdrawn.
- (g) The method of receipting for money paid on account of shares or deposited.
- (h) The number of directors and number of members of the credit committee.
- (i) The duties of the several officers.
- (j) The fines, if any, which shall be charged for failure to meet obligations to the corporation punctually.
- (k) The date of the annual meeting of members.
- (l) The manner in which members shall be notified of meetings.
- (m) The number of members which shall constitute a quorum at meetings.
- (n) Such other regulations as may seem necessary. [*Acts, 1909, c. 419, § 6.*]

798. By-laws to be approved by bank commissioner. — No such corporation shall receive deposits or payments on account of shares, or make any loans, until its by-laws have been approved in writing by the bank commissioner, nor shall any amendments to its by-laws become operative until they have so been approved. [*Acts, 1909, c. 419, § 7.*]

799. Meetings of association. — The fiscal year of every such corporation shall end at the close of business on the thirty-first day of October. The annual meeting of the corporation shall be held at such time and place as the by-laws prescribe. Special meetings may be held by order of the directors or the supervisory committee, and the clerk shall give notice of special meetings upon request in writing of ten members. Notice of all meetings of the corporation shall be given in the manner prescribed by the by-laws. No person shall be entitled to vote who has not been a member for more than three months, but this restriction shall not apply during the first twelve months of the existence of the corporation, nor shall any member vote by proxy, or have more than one vote. At the annual meeting the members shall, upon recommendation of the board of directors, declare dividends and fix the amount of the entrance fee. At any meeting, the members may decide upon any question of interest

to the corporation; and upon appeal of two members, may reverse decisions of the credit committee or board of directors; and, by a three-fourths vote of those present, provided the notice of the meeting shall have specified the question to be considered, may amend the by-laws. [*Acts, 1909, c. 419, § 8.*]

800. Board of directors. — At the annual meeting the members shall elect a board of directors of not less than five members, a credit committee of not less than three members, and a supervisory committee of three members. No member of said board shall be a member of either one of said committees nor shall one person be a member of more than one of said committees, and all members thereof, as well as all officers whom they may elect, shall be sworn and shall hold their several offices until others are elected and qualified in their stead; and a record of every such qualification shall be filed and preserved with the records of the corporation. [*Acts, 1909, c. 419, § 9.*]

801. Duties of the board of directors. — At their first meeting the board of directors shall elect from their number a president, a vice-president, a clerk and a treasurer who shall be the executive officers of the corporation. The board of directors shall have the general management of the affairs, funds and records of the corporation, and shall meet as often as may be necessary. It shall be their special duty, —

(a) To act upon all applications for membership.

(b) To act upon the expulsion of members.

(c) To fix the amount of surety bond which shall be required of each officer having custody of the funds.

(d) To determine the rate of interest which shall be allowed on deposits.

(e) To fill vacancies in the board of directors or in the credit committee of the corporation until the election and qualification of officers to fill said vacancies.

(f) To make recommendations to meetings of the members relative to the amount of entrance fee; the maximum number of shares which may be held by, and the maximum amount which may be lent to, any one member; the dividend to be declared; amendments to the by-laws; and any other matters which, in their opinion, the members should decide. [*Acts, 1909, c. 419, § 10.*]

802. Loans by the committee. — The credit committee shall approve every loan or advance made by the corporation. Every application for a loan shall be made in writing and shall state the purpose for which the loan is desired and the security offered. No loan shall be made unless the credit committee is satisfied that it promises to benefit the borrower, nor unless it has received the unanimous approval of those members of said committee who were present when it was considered, nor if any member of said committee shall disapprove thereof; but the applicant for a loan may appeal from the decision of the credit committee to the board of directors. [*Acts, 1909, c. 419, § 11.*]

803. Supervisory committee. — The supervisory committee shall inspect the securities, cash and accounts of the corporation and supervise the acts of its board of directors, credit committee and officers. At any time the supervisory committee, by a unanimous vote, may suspend the credit committee or any officer elected by the board of directors, and by a majority vote may call a meeting of the shareholders to consider any violation of this act or of the by-laws, or any practice of the corporation which, in the opinion of said committee, is unsafe or unauthorized. Within seven days after the suspension of the credit committee the supervisory committee shall cause notice to be given of a special meeting of the members to take such action relative

to such suspension as may seem necessary. The supervisory committee shall fill vacancies in their own number until the next annual meeting. [*Acts, 1909, c. 419, § 12.*]

804. Capital. — The capital of the corporation shall be unlimited in amount. Shares of capital stock may be subscribed for and paid in in such manner as the by-laws shall prescribe. [*Acts, 1909, c. 419, § 13.*]

805. Shares. — Shares may be issued and deposits received in the name of a minor, and such shares and deposits may, in the discretion of the directors, be withdrawn by such minor or by his parent or guardian, and in either case payments made on such withdrawals shall be valid. If shares are held or deposits made in trust the name and residence of the beneficiary shall be disclosed and the account shall be kept in the name of such holder as trustee for such person. If no other notice of the existence and terms of such trust has been given in writing to the corporation, such shares or deposits may, upon the death of the trustee, be withdrawn by the person for whom the amount of such shares was paid in or for whom such deposit was made, or by his legal representative. [*Acts, 1909, c. 419, § 14.*]

806. Funds may be lent. — The capital, deposits and surplus funds of the corporation shall be either lent to the members for such purposes and upon such security and terms as the credit committee shall approve, or deposited to the credit of the corporation in savings banks or trust companies incorporated under the laws of this commonwealth, or in national banks located therein. [*Acts, 1909, c. 419, § 15.*]

807. Credit unions may lend money on real estate, etc. — Credit unions incorporated under the provisions of Acts, 1909, c. 419, may lend money, on the security of first mortgages of real estate, for the purposes and on the terms and conditions hereinafter stated. [*Acts, 1914, c. 437, § 1.*]

808. Conditions. — Such loans shall be made to members only, shall in no case exceed in amount two thirds of the value of the property pledged as security, and shall be applied to the following purposes only: (a) clearing, draining or otherwise reclaiming and permanently improving agricultural lands; (b) the providing of facilities for irrigation; (c) the planting and early care of orchards; (d) the erection of silos, cold storage plants, greenhouses and permanent farm buildings; (e) the purchase of farms and farm lands for personal occupation and management; (f) the discharge of existing farm mortgages; and (g) subject to the approval of the bank commissioner, such other improvements of a permanent nature as, in the opinion of the directors, tend to develop agricultural resources and to increase the value of the security. The mortgage deeds securing such loans shall contain a provision for immediate foreclosure if the money lent is applied in whole or in part to purposes not hereby authorized, or if, in the opinion of the directors, it is being spent unwisely or wastefully. [*Acts, 1914, c. 437, § 2.*]

809. Repayment of loan, etc. — Loans under the authority of this act shall be for the term of forty years; but the borrower may repay the whole or any part of his loan on any day on which the office of the corporation is open for business. For failure to pay, when due, the interest or any instalment or additional charge required by the terms of the loan, the borrower may be fined, if the by-laws so prescribe; but no mortgage shall be foreclosed because of such delayed payments or fines unpaid, until the sum thereof is, in the opinion of the directors, so large as to cause the total liability of the borrower to exceed two thirds of the value of the property pledged. The loans shall bear interest at a rate not exceeding five per cent per annum,

payable semi-annually, and the borrower shall also pay one per cent a year to provide for the amortization of the loans, together with such further sum, not exceeding one half of one per cent a year, to defray the expenses of management, as the by-laws may prescribe. [*Acts, 1914, c. 437, § 3.*]

810. Issue of bonds, etc. — Credit unions may, with the approval of the bank commissioner, issue non-taxable forty-year debenture bonds to an amount not exceeding eighty per cent of the total mortgage loans outstanding at the date of issue. The bank commissioner shall at least twice a year examine all credit unions issuing such bonds, and may require the retirement of any debenture bonds outstanding in excess of the said eighty per cent. In case of such retirement, bonds to the required amount shall be called for payment in the order of their issue, and interest upon bonds so called shall cease after such date as the bank commissioner may prescribe. In case of failure of a credit union to pay the interest upon its debenture bonds or the principal when due, the debenture bonds shall be an underlying lien on all its assets, and the bank commissioner shall at once take possession of said assets and wind up the affairs of the corporation. [*Acts, 1914, c. 437, § 4.*]

811. Certain provisions in by-laws. — Before a credit union shall make any mortgage loans or issue any debenture bonds under the authority of this act, it shall make such provision in its by-laws for the application of principal instalments to the amortization of loans as the bank commissioner shall certify to be just both to the borrower and to the holder of the debenture bonds. By-laws so made and approved shall not be changed without the approval of the bank commissioner, and he shall have power to require the by-laws to be revised from time to time and, if necessary, to secure their enforcement by mandamus proceedings in the superior court. [*Acts, 1914, c. 437, § 5.*]

812. Defining word "farm." — For the purposes of this act, a farm is hereby defined as any tract of land of not less than two acres, cultivated or managed wholly or principally for the purpose of obtaining a revenue from the sale of farm, dairy or poultry products. [*Acts, 1914, c. 437, § 6.*]

813. Repayment of loans. — A borrower may repay the whole or any part of his loan on any day on which the office of the corporation is open for the transaction of business. For failure to pay the interest or any instalment required by the terms of the loan, the borrower may be fined if the by-laws so prescribe. [*Acts, 1909, c. 419, § 16.*]

814. Services of directors. — No member of the board of directors or of the credit or supervisory committee shall receive any compensation for his services as a member of said board or committees, nor shall any member of the credit or supervisory committee, either directly or indirectly borrow from, or become surety for any loan or advance made by the corporation. But the officers elected by the board of directors may receive such compensation as said board shall authorize. [*Acts, 1909, c. 419, § 17.*]

815. May expel certain members. — The board of directors may expel from the corporation any member who has not carried out his engagements with the corporation, or has been convicted of a criminal offence, or neglects or refuses to comply with the provisions of this act or of the by-laws, or whose private life is a source of scandal, or who habitually neglects to pay his debts, or shall become insolvent or bankrupt, or shall have deceived the corporation with regard to the use of borrowed money; but no member shall so be expelled until he has been informed in writing of

the charges against him, and an opportunity has been given to him, after reasonable notice, to be heard thereon. [*Acts, 1909, c. 419, § 18.*]

816. Money due expelled members. — The amounts paid in on shares or deposited by members who have withdrawn or have been expelled shall be paid to them, but in the order of withdrawal or expulsion and only as funds therefor become available and after deducting any amounts due by said members to the corporation; but such expulsion shall not operate to relieve a member from any remaining liability to the corporation. [*Acts, 1909, c. 419, § 19.*]

817. Audit of receipts, etc. — Immediately before a meeting of the directors called to recommend the declaration of a dividend, the supervisory committee shall make a thorough audit of the receipts, disbursements, income, assets and liabilities of the corporation for the fiscal year, and shall make a full report thereon to the directors. Said report shall be read at the annual meeting and shall be filed and preserved with the records of the corporation. [*Acts, 1909, c. 419, § 20.*]

818. Dividends. — At the annual meeting a dividend may be declared from income which has been actually collected during the fiscal year next preceeding, or during the months which have elapsed since the corporation began business, and which remains after the deduction of all expenses, losses, interest on deposits, and the amount required to be set apart as a guaranty fund. Such dividend shall be paid on all fully paid shares outstanding at the close of the fiscal year, but shares which become fully paid during the year shall be entitled only to a proportional part of said dividend, calculated from the first day of the month following such payment in full. Dividends due to a member shall be paid to him in cash or credited to the account of partly paid shares for which he has subscribed. [*Acts, 1909, c. 419, § 21.*]

819. Guaranty fund. — Immediately before the payment of each dividend, there shall be set apart as a guaranty fund twenty per cent of the net income which has accumulated during the fiscal year. Said fund and the investments thereof shall belong to the corporation and shall be held to meet contingencies or losses in its business. All entrance fees shall be added at once to the guaranty fund. But upon recommendation of the board of directors the members at an annual meeting may increase, and whenever said fund equals or exceeds the amount of capital stock actually paid in, may decrease, the proportion of profits which is required by this section to be set apart as a guaranty fund. [*Acts, 1909, c. 419, § 22.*]

820. May vote to dissolve corporation. — At any meeting specially called to consider the subject, the members, upon the unanimous recommendation of the board of directors, may vote to dissolve the corporation, provided at least two thirds of the members are present at such meeting and provided not more than ten members, either in person or by written notice, object thereto. A committee of three shall thereupon be elected to liquidate the assets of the corporation, and each share of the capital stock, according to the amount paid in thereon shall be entitled to its proportion of the proceeds after all deposits and debts of the corporation have been paid. [*Acts, 1909, c. 419, § 23.*]

821. Report to bank commissioner. — Within twenty days after the last business day of October in each year, every such corporation shall make to the bank commissioner a report in such form as he may prescribe, signed by the president, treasurer and a majority of the supervisory committee, who shall certify and make oath that the report is correct according to their best knowledge and belief. Any

such corporation which neglects to make the said report within the time herein prescribed shall forfeit to the commonwealth five dollars for each day during which such neglect continues. [*Acts, 1909, c. 419, § 24.*]

822. Provisions of certain sections to apply. — The provisions of R. L., c. 14, § 23, and the provisions of Acts, 1908, c. 605, shall apply, and the provisions of R. L., c. 114, § 1, shall not apply to credit unions incorporated under the provisions of this act. [*Acts, 1909, c. 419, § 25.*]

FRATERNAL BENEFIT SOCIETIES.

(For complete text of the act entitled, "An Act to provide for the control and regulation of Fraternal Benefit Societies," see Acts, 1911, c. 628, and amendments thereto.)

823. Defining fraternal benefit societies. — Any corporation, society, order, fraternity, voluntary association or other organization without capital stock, organized and carried on solely for the mutual benefit of its members or their beneficiaries, and not for profit, and either with a lodge system with ritualistic form of work and representative form of government, or without a lodge system under the direct control of the members, and which makes provision for the payment of death or disability benefits, or for both, is hereby declared to be a fraternal benefit society. [*Acts, 1911, c. 628, § 1.*]

824. Exempt from provisions of insurance law. — Such societies shall be governed by this act and shall be exempt from all provisions of the insurance laws of this commonwealth, except Acts, 1907, c. 576, § 100, not only in governmental relations with the state, but for every other purpose, and no law hereafter enacted shall apply to them, unless they are expressly designated therein. Except as provided in this act and in R. L., cc. 118 and 120, and amendments to said chapters, the transaction of an insurance business in this commonwealth is prohibited. [*Acts, 1911, c. 628, § 4.*]

825. Organization of benefit societies. — *a.* Seven or more persons, residents of this commonwealth, may form a corporation for the purposes set forth in this act. The agreement of association shall state that the subscribers thereto associate themselves with the intention of forming a corporation, the corporate name assumed, the purpose for which it is formed, and the city or town, which shall be in this commonwealth, in which it is established or situated. The name shall not so closely resemble the name of any corporation or insurance company already transacting business in this state as to mislead the public or lead to confusion. Any lawful social, intellectual, educational, charitable, benevolent, moral or religious advantages may be set forth among the purposes of the association.

b. In case the corporation limits its membership . . . to the employees or ex-employees of cities or towns or of the commonwealth or the federal government, or to the employees of a designated firm, business house or corporation, or of any department of a designated firm, business house or corporation, to persons of the same foreign extraction retaining common national interests and designation, or of the same occupation, the agreement of association shall state the maximum amount of the benefits to be paid, and designate to which one of the classes herein specified its membership is to be limited. A corporation so limiting its membership may be on the lodge system, and if not, shall be governed by a direct vote of its members without the lodge system; but a corporation not so limiting its membership shall be on the

lodge system, with a representative form of government as defined in §§ 2 and 3 of this act.

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g. Subject to the provisions of this act, every such society incorporated under the provisions of this act shall have power to make a constitution and by-laws for the government of the society, admission of its members, management of its affairs, and the fixing and readjusting of the rates and contributions of its members from time to time, and to change, alter, add to or amend its constitution and by-laws, and such other powers as are necessary or incidental to carry into effect the objects and purposes of the society. . . . [Acts, 1911, c. 628, § 12, as am. by Acts, 1913, c. 617, § 2, and Acts, 1914, c. 320.]

826. May provide for payment of death or disability benefits. — Every society transacting business under this act may provide for the payment of death benefits, and may provide for the payment of benefits in case of temporary or permanent physical disability, either as the result of disease, accident or old age: *provided*, that the period of life at which the payment of benefits for disability on account of old age shall commence shall not be under seventy years. Such society shall have the power to give a member, when permanently disabled, or on attaining the age of seventy, all, or such portion, of the face value of his certificate as the laws of the society may provide; *provided*, that nothing in this act shall be so construed as to prevent the issuing of benefit certificates, for a term of years less than the whole of life, which are payable upon the death or permanent disability of the member occurring within the term for which the benefit certificate is issued. Such society shall, upon written application of a member, have the power to accept a part of the periodical contributions for mortuary purposes in cash and charge the remainder, not exceeding one half of the periodical contributions, against the certificate, with interest payable or compounded annually at a rate not lower than four per cent per annum, *provided*, that this privilege shall not be granted except to societies which have readjusted, or may hereafter readjust, their rates of contributions, and to contracts affected by such readjustment, and *provided, further*, that the yearly amount, and the amount in the aggregate of such charges against the certificates of members, including interest charged, as cannot be collected on account of the lapsing of members against whose certificates such charges have been made, shall be stated in the records of the proceedings of the annual or other regular meetings of the society. Such society now providing for tombstones to the memory of deceased members may continue such provision, but not at an expense in excess of one hundred dollars for any member. . . . [Acts, 1911, c. 628, § 5.]

827. Extended or paid up protection. — . . . Any society which shall show by the annual valuation hereinafter provided for that it is accumulating and maintaining the full reserve required by a table of mortality not lower than the American Experience Table and four per cent interest, may grant to its members such extended or paid up protection as its constitution and laws may provide: *provided*, that such grants shall be equitable, and shall in no case exceed in value the portion of the reserve derived from the payments of the individual members to whom they are made. . . . [Acts, 1911, c. 628, § 5.]

828. Death benefits, to whom payable. — Death benefits shall be payable only to the wife, husband, relative by blood, father-in-law, mother-in-law, son-in-law,

daughter-in-law, stepfather, stepmother, stepchildren, betrothed, children or parents by legal adoption, or to a person or persons dependent upon the member: *provided*, that if after the issuance of the original certificate the member, his wife or minor children, shall become dependent upon an incorporated charitable institution or upon a home situated within this commonwealth and incorporated under the laws thereof and maintained and supported by any secret fraternity or order for the care and maintenance of its aged, infirm, indigent or unfortunate members, or for the care and support of a wife or widow of such a member, or for the care, support and education of minor children of such members or of deceased members, he shall have the privilege, with the consent of the society, of making such institution or home his beneficiary to the full amount becoming due or payable under said certificate, or to the extent of the amount disbursed for the benefit of said member, his wife, widow or child, by such charitable institution or home at the rate of average cost of maintenance or care thereof during the period such member, his wife, widow or children shall be so cared for, together with any sums expended by such institution or home for assessments, dues, tax or other payments by reason of such benefit certificate and, subject to the limitation of this section, another person as beneficiary of the remainder. Within the above restrictions each member shall have the right to designate his beneficiary, and, from time to time, have the same changed in accordance with the laws, rules or regulations of the society; and no beneficiary shall have or obtain any vested interest in the said benefit until the same has become due and payable upon the death of the said member; *provided*, that any society may, by its laws, limit the scope of beneficiaries within the above classes. If a benefit certificate has been lawfully issued and the beneficiary therein named and the husband, wife, betrothed, child, child by legal adoption, parent, parent by legal adoption, or persons dependent upon the member named in the benefit certificate have all died, the member, with the consent of the officers of the corporation and under such rules as they may prescribe, may have any other person substituted as beneficiary therein. No contract under this act, except where an incorporated charitable institution or home is made beneficiary as aforesaid, shall be valid which shall be conditioned upon an agreement or understanding that the person to whom the death benefit is made payable shall pay the periodical or other contributions of the member. [*Acts, 1911, c. 628, § 6, as am. by Acts, 1913, c. 617, § 1.*]

829. Qualifications admitting to membership. — Any society may admit to beneficial membership any person not less than sixteen and not more than sixty years of age, who has been examined by a legally qualified physician and whose examination has been supervised and approved in accordance with the laws of the society: *provided*, that any member of such society who shall apply for a certificate providing for benefits on account of disability from sickness or injury, or death by accident only, need not be required to pass a medical examination therefor. Nothing herein contained shall prevent such society from accepting general or social members. [*Acts, 1911, c. 628, § 7.*]

830. Additional rates to be collected. — If the stated periodical contributions of the members of such society are insufficient to pay all reported death and disability claims in full, and to provide for the creation and maintenance of the funds required by its laws, or by the provisions of this act, additional contributions or additional,

increased or extra rates of contribution shall be collected from its members to meet the deficiency, and the laws of the society shall so provide, and such laws may provide that upon the written application or consent of the member his certificate may be charged with its proportion of any deficiency disclosed by valuation, with interest not exceeding five per cent per annum. [*Acts, 1911, c. 628, § 22.*]

831. Insurance commissioner may investigate affairs of any domestic society. — The insurance commissioner, or any person whom he may appoint, shall have power to inspect and investigate the affairs of any domestic society. He may employ assistants for the purpose of such investigation, and he, or any person whom he may appoint, shall have free access to all the books, papers and documents that relate to the business of the society, and may summon and qualify as witnesses under oath and examine its officers, agents and employees, and other persons, in relation to the affairs, transactions and condition of the society.

Whenever after examination the insurance commissioner is satisfied that any domestic society has failed to comply with any provisions of this act, or is exceeding its powers, or is not carrying out its contracts in good faith, or is transacting business fraudulently, or whenever any domestic society, after the existence of one year or more, shall have a membership of less than four hundred, or shall determine to discontinue business, the insurance commissioner may present the facts relating thereto to the attorney-general, who shall, if he deem the circumstances warrant, begin a quo warranto proceeding in a court of competent jurisdiction; and the court shall thereupon notify the officers of the society of a hearing, and if it shall then appear that the society should be closed, the society shall be enjoined from carrying on any further business, and some person shall be appointed receiver of the society, and shall proceed at once to take possession of the books, papers, moneys and other assets of the society, and shall forthwith, under the direction of the court, proceed to close the affairs of the society and to distribute its funds to those entitled thereto.

No such proceedings shall be begun by the attorney-general against any such society until after notice has duly been served on the chief executive officers of the society by the insurance commissioner, and a reasonable opportunity given to it, on a date to be named in the notice, to show cause to the commissioner why such proceedings should not be begun. [*Acts, 1911, c. 628, § 24.*]

832. May change purpose of organization. — A domestic fraternal benefit corporation may, with the approval of the insurance commissioner, change the purposes for which it was organized so as to permit it to transact any business authorized by this chapter. Upon such approval the presiding, financial and recording officers, and a majority of its other officers having the powers of directors, shall file in the office of the secretary of the commonwealth a certificate, with the approval of the insurance commissioner indorsed thereon, setting forth the change in the purposes of the corporation. The secretary of the commonwealth shall, upon receipt thereof and upon the receipt of five dollars, cause such certificate to be filed and recorded in his office. Such action shall operate to reincorporate the corporation hereunder, but reincorporation shall not be required. Every domestic fraternal beneficiary corporation may exercise all the rights, powers and privileges conferred by the provisions of this act, including the powers specified in subsection *g* of § 12 of this act, or of its certificate of incorporation or charter, not inconsistent herewith, and shall be subject to the provisions of this act, as if reincorporated hereunder. [*Acts, 1911, c. 628, § 13.*]

833. Societies not to merge unless by written contract. — No domestic

society shall merge with or accept the transfer of the membership or funds of any other society, unless such merger or transfer is evidenced by a contract in writing, setting out in full the terms and conditions of the merger or transfer, and filed with the insurance commissioner, together with a sworn statement of the financial condition of each of said societies, by its president and secretary or corresponding officers, and a certificate of the said officers, duly verified under oath of said officers of each of the contracting societies, that the merger or transfer has been approved by a vote of two thirds of the members of the supreme legislative or governing body of each of said societies. [*Acts, 1911, c. 628, § 14.*]

834. Free from liability of trustee process, etc. — No money or other benefit, charity or relief or aid to be paid, provided or rendered by any such society shall be liable to attachment, garnishment, trustee or other process, or be seized, taken, appropriated or applied by any legal or equitable process or operation of law to pay any debt or liability of a member or beneficiary, or of any other person who may have a right thereunder, either before or after payment. [*Acts, 1911, c. 628, § 20.*]

835. Copy of constitution to be filed with insurance commissioner. — The recording officer of every society transacting business under this act shall file with the insurance commissioner a duly certified copy of all amendments of or additions to its constitution and laws, in the English language, within ninety days after the enactment of the same. Printed copies of the constitution and laws, as amended, changed or added to, certified by the secretary or corresponding officer of the society, shall be prima facie evidence of the same and of the legal adoption thereof. [*Acts, 1911, c. 628, § 21.*]

836. Insurance commissioner may revoke license. — When the insurance commissioner on investigation is satisfied that any foreign society transacting business under this act has exceeded its powers, or has failed to comply with any provision of this act, or is conducting business fraudulently, or is not carrying out its contracts in good faith, he shall notify the society of his findings, and state in writing the grounds of his dissatisfaction and, after reasonable notice, shall require the society, on a date named, to show cause why its license should not be revoked. If, on the date named in said notice, such objections have not been removed to the satisfaction of the commissioner, or the society does not present good and sufficient reasons why its authority to transact business in this commonwealth should not at that time be revoked, he may revoke the authority of the society to continue business in this commonwealth. All decisions and findings of the commissioner made under the provisions of this section may be reviewed by proper proceedings in any court of competent jurisdiction, as provided in § 16 of this act. [*Acts, 1911, c. 628, § 28.*]

837. Domestic societies limiting their membership. — *a.* Domestic corporations as described in § 1 of this act, governed by direct vote of their members and limiting their membership as provided in division *b* of § 12, and domestic corporations limiting their membership to the permanent employees of towns or cities, the commonwealth or the federal government and not paying death benefits but paying annuities or gratuities contingent upon disability or long service, may continue to transact business in this commonwealth. Such corporations and like societies incorporated under the provisions of this act shall be governed by §§ 4, 6, 11, 12, so far as the same are applicable, 13, 20, division *a* of § 22, and §§ 24, 25, 27, 30, 31, 32, 33 and 34 of this act, and in addition by the following provisions: The officers of such

limited corporations shall be elected by ballot by the members as often as once in two years. Proxies shall not be used in voting. No person under sixteen years of age shall be admitted to membership. The recording officer of such a corporation shall file with the insurance commissioner amendments to its by-laws, in English, within thirty days after their adoption. Such equitable assessments, either periodical or otherwise, shall be made upon the members as shall be necessary to carry out the purposes of the organization. Paid agents shall not be employed in soliciting or procuring members, except that corporations which limit their certificate holders to a particular fraternity may pay members for securing new members, and any corporation may pay local collectors; but any such corporation hereafter formed, unless it confines its membership to that of a particular fraternity in any one county or to a lodge of some fraternity, shall not contract to pay benefits to its members until it shall satisfy the insurance commissioner that it has received at least five hundred bona fide applications for membership. With the approval of the insurance commissioner in writing, and the consent of each corporation expressed by vote at a duly called meeting, any such corporation may transfer its membership and funds to any authorized similar corporation.

b. A domestic fraternal beneficiary society, as defined in section one of this act, whether incorporated or unincorporated, which limits its membership as provided in division *b* of § 12; or which limits its membership to the members and ex-members of any social organization having a lodge system and secret form of work; or a secret order or fraternity, which order or fraternity operates on the lodge system with a representative form of government and grants insurance benefits as incidental only to the work of the order or fraternity; or a purely charitable association or corporation existing on the twenty-third day of May, nineteen hundred and one, any one of which pays a death or funeral benefit limited to not more than two hundred dollars, disability benefits not exceeding ten dollars per week, or any or all of such benefits, and which is not conducted as a business enterprise or for a profit, and a subordinate lodge of a secret fraternity or order as defined in this section which is not conducted as a business enterprise or for profit and which pays death benefits to families or dependents of deceased members as fixed by its by-laws, but not more than two hundred dollars if the lodge membership is two hundred or less, and if over two hundred not in excess of the amount of an assessment of one dollar upon each member thereof in good standing at the time of the death of the member, and a society which confines its membership to members of organizations as defined in R. L., c. 106, § 18, and which embraces therein only persons of the same occupation, may transact business in this commonwealth without conforming to the provisions of this act or other acts relating to insurance companies, except division *b* of this section; but § 20 and division *f* of § 12 also shall be applicable to such societies, if they are incorporated.

The recording officer of any organization claiming exemption under this section shall file a certified copy of its by-laws with the insurance commissioner, whenever he shall so require in writing. Failure thus to file the same shall subject the said recording officer and organization to a fine of not more than two hundred dollars.

Any fraternal organization transacting business within the limitations of division *b* of this section may, in the event of the death of the wife of a member, pay to said member a part of the amount payable at said member's death: *provided*, that the amount so paid shall be deducted from the amount payable at the member's death, and that the total amount so paid, both at the death of the member and of the member's

wife, shall not exceed the amount allowed by division *b* of this section to be paid at the death of a member. Any such organization may also furnish physicians and nurses for its members and for their immediate families.

Any such limited association may be incorporated, and limited fraternal beneficiary corporations may be formed, in the manner prescribed in and subject to section twelve of this act, except that division *d* of said section shall not apply thereto. [*Acts, 1911, c. 628, § 29, as am. by Acts, 1913, c. 411, and c. 617, § 5.*]

838. Exempt from taxes. — Every fraternal beneficiary society organized or licensed under this act shall be exempt from all state, county, district, municipal and school taxes, other than taxes on real estate and office equipment. [*Acts, 1911, c. 628, § 30.*]

839. Penalty for fraudulent statements. — Any person, officer, member or examining physician of any society authorized to do business under this act who shall knowingly or wilfully make any false or fraudulent statement or representation in or with reference to any application for membership, or for the purpose of obtaining money from or benefit in any society transacting business under this act, shall be guilty of a misdemeanor, and shall be punished by a fine of not less than one hundred nor more than five hundred dollars, or by imprisonment in the county jail for not less than thirty days nor more than one year, or both, in the discretion of the court; and any person who shall wilfully make a false statement of any material fact or thing in a sworn statement as to the death or disability of a certificate holder in any such society for the purpose of procuring payment of a benefit named in the certificate of such holder, and any person who shall wilfully make any false statement in any verified report or declaration under oath required or authorized by this act, shall be guilty of perjury, and shall be proceeded against and punished as provided by the statutes of this state in relation to the crime of perjury. . . . [*Acts, 1911, c. 628, § 31.*]

840. Penalty for soliciting members for an unlicensed society. — . . . Any person who shall solicit membership for, or in any manner assist in procuring membership in, any fraternal beneficiary society not licensed to do business in this state, or who shall solicit membership for, or in any manner assist in procuring membership in, any such society not authorized as herein provided to do business as herein defined in this state, shall be guilty of a misdemeanor, and shall be punished by a fine of not less than fifty nor more than two hundred dollars. . . . [*Acts, 1911, c. 628, § 31.*]

841. Penalty for refusing to comply with provisions of chapter. — . . . Any society, or any officer, agent or employee thereof, neglecting or refusing to comply with, or violating any provision of this act, the penalty for which neglect, refusal or violation is not specified in this section, shall be punished by a fine not exceeding two hundred dollars. [*Acts, 1911, c. 628, § 31.*]

CORPORATION PROFIT SHARING.

842. Issuance of employees' stock. — A [gas and electric light] corporation which is subject to the provisions of [*Acts, 1914, c. 742*] may, by a vote of its common stockholders at a meeting called for the purpose, issue employees' stock to be held only by the employees of such corporation. The par value of the shares of such employees' stock shall be ten dollars, and the purchasers thereof may pay for them in monthly instalments of one dollar upon each share. The total amount of such employees' stock outstanding at any time shall not exceed two fifths of its issued and outstanding capital stock. [*Acts, 1914, c. 742, § 32.*]

843. Dividends on employees' stock. — If a dividend is paid by such corporation to holders of its common stock, the holders of employees' stock shall receive upon each share which has been paid for in full in time to be entitled to a dividend, an amount which shall bear such proportion to the amount paid as a dividend upon each share of the common stock of such corporation as the par value of the shares of such employees' stock bears to the par value of the shares of such common stock. [*Acts, 1914, c. 742, § 33.*]

844. Transfer of employees' stock. — The shares of employees' stock shall not be sold or transferred except to an employee of such corporation or to the corporation itself. A corporation which issues employees' stock may prescribe by its by-laws the number of shares which may be held by any one employee and the method of transfer and redemption of such stock as is held by any person after he ceases to be an employee of the corporation. [*Acts, 1914, c. 742, § 34.*]

SMALL LOANS LAW.

845. Supervisor of loan agencies, appointment, etc. — There is hereby established the office of supervisor of loan agencies. The term of the office shall be for three years, and the supervisor shall be appointed by the governor, with the advice and consent of the council. His salary shall be [thirty-five] hundred dollars a year and he shall give a bond in the sum of five thousand dollars, with sufficient sureties, payable to and approved by the treasurer and receiver general. He shall be furnished with an office in the state house, or elsewhere, and shall be allowed such sums for necessary expenses as may be approved by the governor and council; including the investigation of alleged violations of this act, and the institution of prosecutions in pursuance thereof, and for clerical assistance. He shall annually on or before the first Wednesday of January transmit to the secretary of the commonwealth a report to the general court of his doings, with such recommendations and suggestions as he may deem necessary. [*Acts, 1911, c. 727, § 1, as am. by Acts, 1912, c. 675, § 1 and Acts, 1913, c. 638, § 1.*]

846. Powers and duties of the supervisor, etc. — Upon the passage of this act the supervisor of loan agencies shall exercise all the powers in respect to the licensing and control of persons engaged in the business to which this act applies now conferred by statute upon the bank commissioner, the police commissioner of the city of Boston, the mayor and aldermen or corresponding body in other cities, and the selectmen in towns. All licenses granted by the police commissioner of the city of Boston, by the mayor and aldermen or corresponding body in other cities, by the selectmen in towns, for the conduct of the business to which this act applies shall terminate on August 1, 1911; but the supervisor of loan agencies, upon the payment of a fee of one hundred dollars, shall issue to the holders of licenses so terminated a license to continue the business. [*Acts, 1911, c. 727, § 20.*]

847. Certain companies and associations exempt from procuring a license. — Loan companies, and loan associations established by special charter are hereby placed under the supervision of the supervisor of loan agencies, but shall be exempt from procuring a license; and all parts of any such charter inconsistent herewith are hereby repealed. (See also Acts, 1909, c. 278.) [*Acts, 1911, c. 727, § 19.*]

848. Regulations regarding the granting of licenses. — The supervisor shall, from time to time, establish regulations respecting the granting of licenses and the business carried on by the licensees, and by loan companies and associations established by special charter. He shall either personally, or by such assistants as he may designate, at least once a year, and oftener if he deems it necessary, investigate the affairs of such licensees, companies and associations and for that purpose shall have free access to the vaults, books and papers thereof, and shall ascertain the condition of the business, and whether it has been transacted in compliance with the provisions of law and the regulations made hereunder. The supervisor may, if he deems it expedient, cause an examination of the said books and business to be made by an accountant whom he may select, and the cost of any such examination shall be paid by the person, corporation or association whose books are so examined. [*Acts, 1911, c. 727, § 4.*]

849. Persons engaged in the business of making small loans to be licensed. — No person, partnership, corporation, or association within the commonwealth, shall directly or indirectly engage in the business of making loans of three hundred dollars or less, if the amount to be paid on any such loan, for interest and expenses, exceeds in the aggregate an amount equivalent to twelve per cent per annum upon the sum loaned, without first obtaining from the supervisor of loan agencies a license to carry on the said business in the city or town in which the business is to be transacted. When an application for a loan, or for an endorsement or guarantee, or for the purchase of a note is made by any person within this commonwealth, and the money is advanced, or the endorsement or guarantee is made or furnished by any person, partnership, corporation, or association situated without the commonwealth, the transaction shall be deemed a loan made within the commonwealth, and such a loan and the parties making it shall be subject to the provisions of this act. . . . [*Acts, 1911, c. 727, § 3, as last am. by Acts, 1913, c. 347, § 1.*]

850. Buying and endorsing notes, etc. — . . . The buying or endorsing of notes, or the furnishing of guarantee or security for compensation shall be considered to be engaging in the business of making small loans within the provisions of this act. . . . [*Acts, 1911, c. 727, § 3, as last am. by Acts, 1913, c. 347, § 1.*]

851. Conditions under which licenses shall be granted, etc. — A license hereunder shall not be granted until the applicant has filed with the supervisor of loan agencies a statement under oath, which in the case of a corporation or association may be made by the president or agent thereof in charge of the business, stating the place in the city or town where the business is to be carried on, the name and the private and the business address of the applicant, and, in the case of a corporation, the state under the laws of which it is organized, and the name and private address of the clerk or secretary and of the agent or other officer having charge of its proposed business, nor until the applicant, unless excused by the supervisor of loan agencies, files with said supervisor a power of attorney, appointing a person, satisfactory to the supervisor, to be his or its attorney, upon whom all lawful process may be served, in any action or proceeding arising under the provisions of this act, with the same effect as if served upon the licensee. If any change occurs in the name or address of a licensee or of the clerk, secretary or agent aforesaid of any licensed corporation, or in the place where the licensed business is carried on, or in the membership of any partnership licensed hereunder, a true and full statement of such change, sworn to in the manner required above in the case of the original statement, shall forthwith be filed with the supervisor of loan agencies, who may at any time, after a hearing, revoke the license. [*Acts, 1911, c. 727, § 11.*]

852. Bond to be given by licensee, etc. — No license shall be issued hereunder until the licensee gives to the treasurer and receiver general of the commonwealth a bond in the penal sum of five thousand dollars, executed by the licensee and by a surety company approved by the supervisor, conditioned upon the faithful performance by the licensee of the duties and obligations pertaining to the business so licensed, and the prompt payment of any judgment recovered against him or for which any one of the licensees may be liable under the provisions of this act, but no suit at law or in equity shall be begun against the sureties on such a bond within thirty days after judgment against the licensee. If in any case at law or in equity against the licensee under the provisions of this act it appears that the plaintiff is entitled to

judgment or decree, except for proceedings in bankruptcy or insolvency, or the discharge therein of the licensee, the court may at any time, on motion, enter a special judgment or decree for the plaintiff for the amount of his debt, damages and costs, or for such other relief as he may be entitled to; and the said bond shall be conditioned upon the payment of any such special judgment and upon compliance with any such decree. Whoever is aggrieved by a breach of the condition of such a bond may sue thereon at his own expense and in his own behalf, but in the name of the obligee; and if judgment shall be entered for the defendant for costs, execution therefor shall issue against the person for whose benefit the suit is brought, as if he were the plaintiff of record, but not against the obligee. In such a suit like proceedings shall be had as in a suit by a creditor on an administration bond. The supervisor may, at any time, require the licensee to file an additional bond of like nature and with like effect, and to give full information as to all judgments recovered or suits pending, on his bond. Upon failure to file any bond so required, the license shall be revoked. [*Acts, 1911, c. 727, § 12.*]

853. Fee for license, etc. — The fee for all licenses granted under this act shall be not less than one hundred dollars. If the licensee desires to carry on business at more than one place he shall procure a license for each place where the business is to be conducted. [*Acts, 1911, c. 727, § 9.*]

854. Period of licenses. — Licenses granted by the supervisor [of loan agencies] shall be for a period of one year from the first day of October. . . . Each license shall plainly state the name of the licensee, and the city or town, with the name of the street, and the number, if there be any, of the place in which the business is to be carried on, and shall be posted in a conspicuous place in the office where the business is transacted. [*Acts, 1911, c. 727, § 8.*]

855. Examination of licensees, etc. — The supervisor may summon said licensees, companies or associations, or any of their agents or employees, and such other witnesses as he deems necessary, and examine them relative to their transactions and to the condition of their business, and for that purpose may administer oaths. Whoever, without justifiable cause, refuses to appear and testify when so required, or obstructs the supervisor or his representatives in the performance of their duties, shall be punished by a fine of not more than five hundred dollars, or by imprisonment for not more than six months, or by both such fine and imprisonment. [*Acts, 1911, c. 727, § 6.*]

856. Rate of interest, to be established by supervisor. — The supervisor shall establish the rate of interest to be collected, and in fixing said rate shall have due regard to the amount of the loan and the nature of the security and the time for which the loan is made; but the rate shall, in no case, exceed three per cent a month; and no licensee or company or association to which this act applies, shall charge or receive upon any loan a greater rate of interest than that fixed by the supervisor. [*Acts, 1911, c. 727, § 7.*]

857. Regulations, etc. — The board which grants licenses to pawnbrokers shall from time to time establish regulations to the satisfaction of the supervisor of loan agencies, relative to the business carried on and the rate of interest to be charged by them; and a pawnbroker shall not charge or receive upon any loan a greater rate of interest than that fixed by the licensing board. [*R. L., c. 102, § 41, as am. by Acts, 1911, c. 727, § 21.*]

858. Certain provisions of law not affected, etc. — The provisions of this act shall not affect so much of R. L., c. 73, § 3 as provides that, if there is no agreement for a different rate, the interest on money shall be at the rate of six dollars upon each one hundred dollars for a year. [*Acts, 1911, c. 727, § 18.*]

859. Amount paid on small loans in prosecutions. — . . . In prosecutions under this act, the amount to be paid upon any loan of three hundred dollars or less for interest or expenses shall include all sums paid or to be paid by or on behalf of the borrower for interest, brokerage, recording fees, commissions, services, extension of loan, forbearance to enforce payment, and all other sums charged against or paid or to be paid by the borrower for making or securing directly or indirectly the loan, and shall include all such sums when paid by or on behalf of or charged against the borrower for or on account of making or securing the loan, directly or indirectly, to or by any person, partnership, corporation or association other than the lender, if such payment or charge was known to the lender at the time of making the loan, or might have been ascertained by reasonable inquiry. Any person, partnership, corporation or association directly or indirectly engaging in the business of negotiating, arranging, aiding or assisting the borrower or lender in procuring or making loans of three hundred dollars or less for which the amount paid or to be paid for interest and expenses, including all amounts paid or to be paid to any other party therefor exceeds in the aggregate an amount equivalent to twelve per cent per annum, whether such loans are actually made by such person, partnership, corporation or association, or by another party or parties, shall be deemed to be engaged in the business of making small loans and shall be subject to the provisions of this act. [*Acts, 1911, c. 727, § 3, as last am. by Acts, 1913, c. 347, § 1.*]

860. Certain payments of interest may be recovered back, etc. — If a greater rate of interest or amount for expenses than is allowed under the provisions of this act has been paid on any loan to which this act applies, the person who paid it may file a complaint with the supervisor of loan agencies, and the supervisor may, after a hearing, order such excess amounts refunded, or may make such other order as he may deem necessary. The filing of the complaint and the decision of the supervisor shall not affect the right of the complainant, as provided in § 10, who may, by an action of contract, or suit in equity, recover back the amount of the unlawful interest or expenses, with twice the legal costs and no more, if such action or suit is brought within two years after the time of payment. [*Acts, 1911, c. 727, § 13, as am. by Acts, 1912, c. 675, § 4.*]

861. Mortgage or pledge, etc., to be restored upon payment of loan, etc. — If a loan to which the provisions of this act apply is secured by a mortgage or pledge of personal property, or by an assignment of wages, the mortgage shall be discharged, the pledge restored or the assignment released, upon payment or tender of the amount legally due under the provisions of this act; and such payment or tender may be made by the debtor, by any person duly authorized by him, or by any person having an interest in the property mortgaged or pledged, or in the wages assigned. Whoever refuses or neglects upon request to discharge a mortgage, release an assignment or restore a pledge to the party entitled to receive the same, after payment of the debt secured thereby or the tender of the amount due thereon as aforesaid, shall be liable in an action of tort to the borrower for all damages thereby sustained by him. [*Acts, 1911, c. 727, § 14.*]

862. Validity of mortgage or pledge, etc. — A mortgage or pledge of personal

property or an assignment of or order for, wages or salary to which the provisions of this act apply, shall not be valid unless it states with substantial accuracy the actual amount of the loan, the time for which the loan is made, the rate of interest to be paid, and the expense of making and securing the loan, if any; nor unless it contains a provision that the debtor shall be notified, in the manner provided in R. L., c. 198, § 5, of the time and place of any sale to be made in foreclosure proceedings at least seven days before such sale. A notice of intention to foreclose under the provisions of R. L., c. 198, § 5 or § 8, shall not be valid in such a case unless it expressly states where such notice is to be recorded, and that the right of redemption will be foreclosed sixty days after such recording. At any time after twenty days from the date of any such mortgage, if the same has not been recorded, the holder thereof shall forthwith on demand and payment or tender of one dollar give to the mortgagor or any person interested in the mortgaged property, a copy of the mortgage, and of the note or other obligation secured thereby, which such holder or holders shall certify to be a true copy thereof. [*Acts, 1911, c. 727, § 15.*]

863. Receipt to be given on payment of loan, etc. — If a payment is made on account of a loan to which the provisions of this act apply, the person who receives the payment, or his principal, shall, when the payment is taken, give to the person paying a receipt setting forth the amount then paid and the amount previously paid, and identifying the loan, note, mortgage or assignment to which it is to be applied. [*Acts, 1911, c. 727, § 16.*]

864. Returns to be made to the supervisor, etc. — All persons, corporations and associations under [the supervision of the supervisor of loan agencies] shall annually, on the first day of November, make a return to the supervisor in the form of a trial balance of their books at the close of business on the thirtieth day of September preceding, and shall specify the different kinds of liabilities and the different kinds of assets, together with such other information as may be called for by the supervisor in accordance with a blank form to be furnished by him. A copy of such returns, or so much thereof as the supervisor may deem necessary, shall be forwarded with his annual report to the general court. [*Acts, 1911, c. 727, § 5.*]

865. Penalty for failure to obtain license. — Whoever not being duly licensed as provided in this act, on his own account or on account of any other person, partnership, corporation or association not so licensed, engages in or carries on, directly or indirectly, either separately or in connection with or as a part of any other business, the business of making loans or buying notes or furnishing endorsements or guarantees, to which the provisions of this act apply, shall be punished by a fine of not more than five hundred dollars, or by imprisonment for not more than sixty days, or by both such fine and imprisonment. And any loan made or note purchased, or endorsement or guarantee furnished by an unlicensed person, partnership, corporation or association in violation of this act shall be void. In prosecutions under this act the fact that the defendant has made or assisted in the making of two or more loans of three hundred dollars or less upon which there has directly or indirectly been paid or charged for interest, brokerage, recording fees, commissions, services, extension of loan, forbearance to enforce payment or other expenses, a sum which exceeds in the aggregate an amount equivalent to twelve per cent per annum upon the amount actually received by the borrower, whether such sum has been paid to or charged by the defendant or paid to or charged by any other person, partnership, corporation or associa-

tion shall be prima facie evidence that the defendant has engaged in and carried on the business of making loans to which the provisions of this act apply. [*Acts, 1911, c. 727, § 17, as last am. by Acts, 1913, c. 347, § 2.*]

866. Duties of district police, etc. — It shall be the duty of the district police and of the police of the cities and towns of the commonwealth to carry out the directions of the supervisor in enforcing the provisions of this act, and of any regulations made hereunder by him. [*Acts, 1911, c. 727, § 2.*]

867. Penalty for violations of law. — Any person, partnership, corporation or association violating any provision of this act or any regulation made hereunder or any rule or order made by the supervisor, shall be subject to a fine of not more than five hundred dollars, and the license may be suspended or revoked by the supervisor. Any loan upon which a greater rate of interest or expense is charged or received, than is allowed by this act and the regulations made hereunder, may be declared void by the supreme judicial court or the superior court in equity upon petition by the person to whom the loan was made. [*Acts, 1911, c. 727, § 10, as am. by Acts, 1912, c. 675, § 3.*]

868. Repeal of certain special acts. — All parts of the charters of the Collateral Loan Company, Workingmen's Loan Association, Worcester Collateral Loan Association and Chattel Loan Company inconsistent herewith are hereby repealed. [*Acts, 1911, c. 727, § 23.*]

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STATE-AIDED VOCATIONAL EDUCATION LAW.

869. Certain words and phrases defined. — The following words and phrases as used in this act shall, unless a different meaning is plainly required by the context, have the following meanings: —

1. "Vocational education" shall mean any education the controlling purpose of which is to fit for profitable employment.

2. "Industrial education" shall mean that form of vocational education which fits for the trades, crafts and manufacturing pursuits, including the occupations of girls and women carried on in workshops.

3. "Agricultural education" shall mean that form of vocational education which fits for the occupations connected with the tillage of the soil, the care of domestic animals, forestry and other wage-earning or productive work on the farm.

4. "Household arts education" shall mean that form of vocational education which fits for occupations connected with the household.

5. "Independent industrial, agricultural or household arts school" shall mean an organization of courses, pupils and teachers, under a distinctive management, approved by the board of education, designed to give either industrial, agricultural or household arts education as herein defined.

6. "Evening class" in an industrial, agricultural or household arts school shall mean a class giving such training as can be taken by persons already employed during the working day, and which, in order to be called vocational, must in its instruction deal with the subject-matter of the day employment, and be so carried on as to relate to the day employment.

7. "Part-time, or continuation, class" in an industrial, agricultural or household arts school shall mean a vocational class for persons giving a part of their working time to profitable employment, and receiving in the part-time school, instruction complementary to the practical work carried on in such employment. To give "a part of their working time" such persons must give a part of each day, week or longer period to such part-time class during the period in which it is in session.

8. "Independent agricultural school" shall mean either an organization of courses, pupils and teachers, under a distinctive management designed to give agricultural education, as hereinafter provided for, or a separate agricultural department, offering in a high school, as elective work, training in the principles and practice of agriculture to an extent and of a character approved by the board of education as vocational.

9. "Independent household arts school" shall mean a vocational school designed to develop on a vocational basis the capacity for household work, such as cooking, household service and other occupations in the household. [*Acts, 1911, c. 471, § 1.*]

870. Vocational education. — The board of education is hereby authorized and directed to investigate and to aid in the introduction of industrial, agricultural and household arts education; to initiate and superintend the establishment and maintenance of schools for the aforesaid forms of education; and to supervise and approve such schools, as hereinafter provided. The board of education shall make a report annually to the general court, describing the condition and progress of industrial, agricultural and household arts education during the year, and making such recommendations as the board may deem advisable. [*Acts, 1911, c. 471, § 2.*]

871. Types of schools. — In order that instruction in the principles and the practice of the arts may go on together, independent industrial, agricultural and household arts schools may offer instruction in day, part-time and evening classes. Attendance upon such day or part-time classes shall be restricted to those over fourteen and under twenty-five years of age; and upon such evening classes, to those over seventeen years of age. [*Acts, 1911, c. 471, § 3.*]

872. Establishment of industrial schools, etc. — Any city or town may, through its school committee or through a board of trustees elected by the city or town to serve for a period of not more than five years and to be known as the local board of trustees for vocational education, establish and maintain independent industrial, agricultural and household arts schools. [*Acts, 1911, c. 471, § 4.*]

873. Districts to be established, etc. — 1. Districts composed of cities or towns, or of cities and towns, may, through a board of trustees to be known as the district board of trustees for vocational education, establish and maintain independent industrial, agricultural or household arts schools. Such district board of trustees may consist of the chairman and two other members of the school committee of each of such cities and towns, to be appointed for the purpose by each of the respective school committees thereof; or any such city or town may elect three residents thereof to serve as its representatives on such district board of trustees. 2. Such a district board of trustees for vocational education may adopt for a period of one year or more a plan of organization, administration and support for the said schools, and the plan, if approved by the board of education, shall constitute a binding contract between the cities or towns which are, through the action of their respective representatives on the district board of trustees, made parties thereto, and shall not be altered or annulled except by vote of two thirds of the board, and the consent of the board of education to such alteration or annulment. [*Acts, 1911, c. 471, § 5.*]

874. Advisory committees, etc. — Local and district boards of trustees for vocational education, administering approved industrial, agricultural or household arts schools, shall, under a scheme to be approved by the board of education, appoint an advisory committee composed of members representing local trades, industries and occupations. It shall be the duty of the advisory committee to counsel with and advise the local or district board of trustees and other school officials having the management and supervision of such schools. [*Acts, 1911, c. 471, § 6.*]

875. Non-resident pupils, etc. — Any resident of any city or town in Massachusetts which does not maintain an approved independent industrial, agricultural or household arts school, offering the type of training which he desires, may make application for admission to such a school maintained by another city or town. The board of education, whose decision shall be final, may approve or disapprove such application. In making such a decision the board of education shall take into consideration the opportunities for free vocational training in the community in which

the applicant resides; the financial status of the community; the age, sex, preparation, aptitude and previous record of the applicant; and all other relevant circumstances. . . . [Acts, 1911, c. 471, § 7.]

876. Tuition fees, etc. — . . . 2. The city or town in which the person resides, who has been admitted as above provided, to an approved independent industrial, agricultural or household arts school maintained by another city or town, shall pay such tuition fee as may be fixed by the board of education; and the commonwealth shall reimburse such city or town, as provided for in this act. If any city or town neglects or refuses to pay for such tuition, it shall be liable therefor in an action of contract to the city or town, or cities and towns, maintaining the school which the pupil, with the approval of the said board, attended. [Acts, 1911, c. 471, § 7.]

877. Reimbursement. — Independent industrial, agricultural and household arts schools shall, so long as they are approved by the board of education as to organization, control, location, equipment, courses of study, qualifications of teachers, methods of instruction, conditions of admission, employment of pupils and expenditures of money, constitute approved local or district independent vocational schools. Cities and towns maintaining such approved local or district independent vocational schools shall receive reimbursement as provided in sections nine and ten of this act. [Acts, 1911, c. 471, § 8.]

878. Payments to be made annually from the state treasury, etc. — The commonwealth, in order to aid in the maintenance of approved local or district independent industrial and household arts schools and of independent agricultural schools consisting of other than agricultural departments in high schools, shall, as provided in this act, pay annually from the treasury to cities and towns maintaining such schools an amount equal to one half the sum to be known as the net maintenance sum. Such net maintenance sum shall consist of the total sum raised by local taxation and expended for the maintenance of such a school, less the amount, for the same period, of tuition claims, paid or unpaid, and receipts from the work of pupils or the sale of products. . . . [Acts, 1911, c. 471, § 9.]

879. Cities and towns to be reimbursed. — . . . Cities and towns maintaining approved local or district independent agricultural schools consisting only of agricultural departments in high schools shall be reimbursed by the commonwealth, as provided in this act, only to the extent of two thirds of the salary paid to the instructors in such agricultural departments: *provided*, that the total amount of money expended by the commonwealth in the reimbursement of such cities and towns for the salaries of such instructors for any given year shall not exceed ten thousand dollars. . . . [Acts, 1911, c. 471, § 9.]

880. Cities and towns to be reimbursed. — . . . Cities and towns that have paid claims for tuition in approved local or district independent vocational schools shall be reimbursed by the commonwealth, as provided in this act, to the extent of one half the sums expended by such cities and towns in payment of such claims. [Acts, 1911, c. 471, § 9.]

881. Statement to be made to the general court. — On or before the first Wednesday of January of each year the board of education shall present to the general court a statement of the amount expended previous to the preceding first day of December by cities and towns in the maintenance of approved local or district independent vocational schools, or in payment of claims for tuition in such schools, for which such cities and towns should receive reimbursement, as provided in this

act. On the basis of such a statement the general court may make an appropriation for the reimbursement of such cities and towns up to such first day of December. [*Acts, 1911, c. 471, § 10.*]

882. Certain schools to continue in operation. — . . . Schools heretofore established under the acts and parts of acts repealed by this section, and approved by the board of education, shall continue in operation subject to the provisions of this act for such schools. [*Acts, 1911, c. 471, § 11.*]

883. Training of teachers for vocational and continuation schools. — The board of education is hereby authorized to establish and maintain classes for the purpose of training teachers for vocational and continuation schools, established under the provisions of Acts, 1911, c. 471, Acts, 1912, c. 106, Acts, 1913, c. 805. [*Acts, 1914, c. 391.*]

884. Cities or towns may provide for training of vocational school teachers. — Any city, town, or district composed of cities and towns may, with the approval of the board of education, through its school committee or other board of trustees for vocational education, establish classes for the training of teachers for continuation and vocational schools established and maintained under the provisions of Acts, 1911, c. 471, or Acts, 1912, c. 106 and Acts, 1913, c. 805. Such classes shall be maintained under the provisions of, and subject to all the conditions, not inconsistent with this act, of Acts, 1911, c. 471. [*Acts, 1914, c. 174.*]

885. Director of educational work for aliens, appointment, etc. — The board of free public library commissioners may, with the consent of the governor and council, appoint an agent or secretary to direct educational work for the benefit of the alien population of the commonwealth, at a salary of such amount, not exceeding two thousand dollars, as the governor and council may approve. The said agent may at any time be removed from office by a majority vote of the board. In case of a vacancy, temporary substitutes may be engaged on terms and conditions approved by the governor and council. [*Acts, 1913, c. 668, § 1.*]

TEXTILE SCHOOLS.

886. Textile schools in cities. — If the mayor of a city files a certificate with the commissioner of corporations that in said city there are in operation four hundred and fifty thousand or more spindles, not less than seven nor more than twenty persons, citizens of this commonwealth, may associate themselves by an agreement in writing for the purpose of establishing and maintaining a textile school in such city for instruction in the theory and practical art of textile and kindred branches of industry, with authority to take by gift or purchase, and hold real and personal property to the amount of three hundred thousand dollars. A copy of said agreement and of the signatures thereto, sworn to by any one of the subscribers, shall be submitted to the governor, and if he certifies his approval of the associates as suitable for the purposes of their association and of this section, and they organize by the adoption of by-laws and the election of officers and file a certificate thereof and the certificate of the approval of the governor with the secretary of the commonwealth, he shall issue to them a certificate of corporation as similar as may be under the circumstances to the forms heretofore provided in this chapter and thereupon said associates shall be a corporation for said purposes, with all the powers and privileges, and subject to all the duties and obligations, of corporations organized for educational purposes under the provisions of this chapter, except as herein otherwise provided. Said cor-

poration shall be known as the Trustees of the Textile School of the city in which it is located and may fill all vacancies in its membership, except as otherwise provided in section twenty-two. Only one such corporation shall be established under the provisions of this section in any one city. [*R. L., c. 125, § 20.*]

887. Appropriations by cities. — A city in which such corporation is established may appropriate and pay to it not more than twenty-five thousand dollars, and, upon such payment, the mayor and superintendent of schools of such city shall *ex officio* be members of said corporation. [*R. L., c. 125, § 21.*]

888. Appropriations by commonwealth. — If a city appropriates and pays money to such corporation, or if the trustees or members thereof pay money into its treasury for the establishment and maintenance of such schools, the commonwealth shall appropriate and pay to said corporation an amount equal to the total amount so appropriated and paid, not exceeding twenty-five thousand dollars, and, upon such appropriation and payment by the commonwealth, the governor shall, with the advice and consent of the council, appoint two trustees of the corporation for two and four years respectively, and at the end of each of said terms a trustee for four years, and such trustees and their successors by like appointment shall be members of said corporation. The governor, with the advice and consent of the council, shall fill all vacancies in the membership created by this section. [*R. L., c. 125, § 22.*]

889. Graduates of the Lowell textile school may elect two additional trustees. — Graduates of the Lowell textile school who hold the diploma of the trustees and faculty thereof may choose by ballot one trustee for the term of two years from the first day of July next succeeding such election, one trustee for the term of three years from said date and one trustee for the term of four years from said date, and thereafter may elect one trustee annually for the full term of four years. Said trustees shall be in addition to those provided for by Acts, 1895, c. 475, and by acts in amendment thereof or in addition thereto. . . . [*Acts, 1905, c. 216, § 1, as am. by Acts, 1906, c. 275, § 1.*]

890. Certain persons ineligible. — . . . No officer, instructor or other employee of said corporation or school, and no person graduated at the school in the year in which the election is held, shall be eligible for election as such trustee. The trustee elected at the annual meeting in the year nineteen hundred and five, under the act of which this is an amendment, for the term of two years from July 1, 1905, shall hold his membership in said corporation until the expiration of the term for which he was elected. [*Acts, 1905, c. 216, § 1, as am. by Acts, 1906, c. 275, § 1.*]

891. Trustees to prescribe method of voting, etc. — The trustees of the Lowell textile school shall prescribe the method of voting and of certifying the vote. Duly certified proxies of graduates entitled to vote, but who are not present, shall be recognized. [*Acts, 1905, c. 216, § 2.*]

892. Members ex officio. — His honor the lieutenant governor and the secretary of the board of education shall be *ex officio* members of the corporation styled the Trustees of the Lowell Textile School. [*Acts, 1906, c. 275, § 2.*]

893. Granting of degrees by the Lowell textile school. — The trustees of the Lowell textile school are hereby authorized to grant the degree of Bachelor of Textile Engineering and Bachelor of Textile Dyeing to pupils who have taken the four-year day course of the Lowell textile school in said departments and have passed the examinations required for graduation. [*Acts, 1912, c. 62.*]

894. Trustees of certain textile schools to make annual reports. — The

trustees of every textile school receiving financial aid from the commonwealth shall, on or before the 30th day of January in each year, make to the general court a report containing a concise statement as to the buildings, equipment and resources of the school, the courses and methods of instruction, the number of teachers and students during the previous calendar year, and the number of students, if any, who graduated therefrom. The report shall also contain a statement, verified by the oath of the treasurer of the school, and in such form as the auditor of accounts of the commonwealth shall prescribe, showing separately the amounts received during the previous calendar year from tuition fees, from the commonwealth, from any city or town, and from all other sources, and also showing the expenditures of the school during the same period, under the heads of maintenance, construction and new equipment, and also the financial condition of the school at the close of said year. [*Acts, 1904, c. 248, § 1.*]

895. Fiscal year of textile schools. — The fiscal year for which appropriations for textile schools shall be made, and for which the treasurers of the said schools shall make their reports, shall, for the year 1913 begin on Jan. 1, and continue until July 1, 1914, and thereafter the said year shall begin on July 1, and shall continue until July 1, of the succeeding year. [*Acts, 1912, c. 445, § 1.*]

896. Repeal of certain sections. — So much of Acts, 1904, c. 248, and Acts, 1905, c. 211, as is inconsistent herewith is hereby repealed. [*Acts, 1912, c. 445, § 2.*]

NAUTICAL SCHOOL.

897. Organization. — There shall be a board of commissioners of the Massachusetts nautical school consisting of three citizens of the commonwealth, one of whom shall annually, before the first day of July, be appointed by the governor, with the advice and consent of the council, for a term of three years from said first day of July. [*R. L., c. 45, § 1, as am. by Acts, 1913, c. 224.*]

898. Compensation. — Said commissioners shall serve without compensation, but they shall be reimbursed by the commonwealth for all expenses actually incurred by them in the performance of their official duties. [*R. L., c. 45, § 2.*]

899. Duties. — They shall provide and maintain a nautical school for the instruction and training of pupils in the science and practice of navigation, shall provide accommodations for the school on board a proper vessel, purchase and provide books, stationery, apparatus and supplies needed in the work of the school, appoint and remove instructors and other necessary employees, determine their number and compensation, fix the terms and conditions upon which pupils shall be received and instructed in the school and be discharged or dismissed therefrom, establish all regulations necessary for its proper management and shall from time to time provide for cruises in or from the harbor of Boston. [*R. L., c. 45, § 3.*]

900. Vessels to be supplied by U. S. government. — They may receive from the United States government, and use for the accommodation of the school, such vessels as the secretary of the navy may detail. [*R. L., c. 45, § 4.*]

901. Expenditure, etc. — They may annually expend such sum as the general court may from year to year appropriate, which shall be paid by the commonwealth; and they shall annually submit an estimate of the expense required in making cruises in or from the harbor of Boston, and the amount of said estimate, after approval by the governor and council and subject to the provisions of [*R. L., c. 6*], shall be

advanced to the commanding officer of the vessel detailed therefor, who shall give a bond in the sum of ten thousand dollars, with sureties approved by the governor and council, for its proper disbursement. Said advance shall not exceed ten thousand dollars for six months, and shall be accounted for by properly approved vouchers within thirty days after the termination of said cruises. [*R. L., c. 45, § 5, as am. by Acts, 1903, c. 171.*]

902. Commissioners shall make annual report. — They shall annually, in January, report to the general court a detailed statement of all moneys appropriated and expended during the preceding year for the nautical school, stating the results of the work during such year and making any necessary recommendations. [*R. L., c. 45, § 6.*]

903. Nautical schools in towns. — A town may establish and maintain, upon shore or upon vessels at the election of the school committee, one or more schools for training young men or boys in nautical duties; such school shall be subject to the provisions of [*R. L., c. 42, § 10*] except that the school committee may excuse boys attending such nautical schools from attendance on other schools. [*R. L., c. 42, § 16.*]

AGRICULTURAL SCHOOLS.

ESSEX COUNTY.

904. Trustees of Essex county agricultural school. — . . . The governor, with the advice and consent of the council, shall appoint four persons, one for the term of one year, one for the term of two years, one for the term of three years and one for the term of four years, and thereafter he shall appoint annually one person for the term of four years, residents of the county, who together with the county commissioners for the county shall be known as the trustees of the independent agricultural school of the county of Essex. Said trustees shall serve without compensation, but shall be reimbursed for their necessary travelling expenses, the same to be charged and paid on account of maintenance, as hereinafter provided. [*Acts, 1912, c. 587, § 1.*]

905. Duties of trustees. — The said trustees are hereby authorized to determine the location of the said school, subject to the approval of the board of education, and to expend the sum of seventy-five thousand dollars to be provided by the county of Essex, for the purchase of real estate and the erection or alteration of buildings therefor. Thereafter the county of Essex shall each year upon the recommendation of the said trustees raise by taxation a sum not exceeding twenty-five thousand dollars for the maintenance of said school, and the sum so raised shall be paid to the said trustees by the treasurer of the county upon their requisition. In order to provide for the county's expense in establishing and equipping the agricultural school herein provided for, the county commissioners of the county of Essex are hereby authorized to issue bonds of the county to the amount of seventy-five thousand dollars, to mature in whole or in part in not less than twenty years, with interest at a rate not exceeding four per cent per annum; and the sum so raised shall be paid to the said trustees by the treasurer of the county upon their requisition. The county commissioners may by vote provide for the payment of said debt by such proportionate or other annual payments as will extinguish the same at maturity, in such manner that the aggregate amount of principal and interest payable in any given year shall not, together, be less than the aggregate amount of principal and interest payable in any subsequent year; and thereafter such annual amount shall, without further vote, be assessed under

the provisions of law relating to the assessment of county taxes. [*Acts, 1912, c. 587, § 2.*]

906. Commonwealth to pay one half of the costs for maintenance. — In order to aid in the maintenance of said school the treasurer of the commonwealth shall, so long as said school is approved by the board of education, pay as provided in section four of this act and upon the recommendation of said board, to the county of Essex from money in the treasury one half of the cost of maintaining said school, the yearly payments not to exceed the sum of twelve thousand five hundred dollars. [*Acts, 1912, c. 587, § 3.*]

907. County to be reimbursed. — The school authorized by this act shall be maintained as an approved school subject to the provisions of Acts, 1911, c. 471, not inconsistent with this act, and the county of Essex shall be reimbursed for expenditures incurred in the maintenance of the school in the same manner and to the same extent as cities and towns are reimbursed under the provisions of the said chapter. [*Acts, 1912, c. 587, § 4.*]

908. Pupils. — The said school shall be free for attendance to all residents of said county over fourteen and under twenty-five years of age. Any resident over fourteen and under twenty-five years of age of any city or town in Massachusetts which does not maintain an agricultural school approved by the board of education and offering the type of training which he desires, may make application for admission to the said school. The board of education, whose decision shall be final, may approve or disapprove such application. In making its decision the board of education shall take into consideration the opportunities for free agricultural training in the community in which the applicant resides, the financial status of the community, the age, sex, preparation, aptitude and previous record of the applicant, and all other relevant circumstances. . . . [*Acts, 1912, c. 587, § 5.*]

909. Tuition. — . . . The city or town in which the person resides, whose application for admission to the said school has been approved as herein provided, shall pay such tuition fee as may be fixed by the board of education; and the commonwealth shall reimburse such city or town, upon the recommendation of the board of education, to the extent of one half the sum paid by the city or town as a tuition fee. If any city or town neglects or refuses to pay for such tuition, it shall be liable therefor in an action of contract brought by the trustees of the school. The said trustees are hereby charged with the duty and responsibility of collecting all moneys due the school for tuition fees, for the work of pupils, from the sale of products or from any other source other than local taxation and of paying over such moneys to the treasurer of the county of Essex. [*Acts, 1912, c. 587, § 5.*]

910. Half fare on street cars for pupils. — The provisions of Acts, 1908, c. 530, as am. by Acts, 1910, c. 567 for half rate fare upon street railways shall apply to pupils of the said school. [*Acts, 1912, c. 587, § 6.*]

911. Authority to borrow money for school equipment. — The county commissioners of the county of Essex are hereby authorized to borrow on the credit of the county a sum not exceeding ten thousand dollars, for a period not exceeding one year, for the purpose of equipping the independent agricultural school of the county of Essex, to be paid to the trustees of the said school by the treasurer of the county on their requisition. [*Acts, 1914, c. 227.*]

BRISTOL COUNTY.

912. Trustees of Bristol county agricultural school. — . . . The governor with the advice and consent of the council, shall appoint four persons, one for the term of one year, one for the term of two years, one for the term of three years and one for the term of four years, and thereafter annually one for the term of four years, residents of the county, who, together with the county commissioners for the county, shall be known as the Trustees of the Independent Agricultural School of Bristol County. Said trustees shall serve without compensation but shall be reimbursed for their necessary expenses, the same to be charged and paid on account of maintenance, as hereinafter provided. [*Acts, 1912, c. 566, § 1.*]

913. Duties of trustees. — The said trustees are hereby authorized to determine the location of the said school, subject to the approval of the board of education, and to expend an amount not exceeding thirty thousand dollars in the purchase of real estate and the construction or alteration of buildings therefor. In order to provide the share to be paid by the county of the cost of establishing and equipping the said school, the county commissioners are hereby authorized to issue bonds of the county to an amount not exceeding thirty thousand dollars. The said bonds shall be issued for a term not exceeding twenty years, and shall bear interest at a rate not exceeding four per cent per annum, payable semi-annually. The county commissioners may, by vote, provide for the payment of the said loan by such proportionate or other annual payments as will extinguish the debt at maturity, but in such a manner that the interest payable in any one year, together with that part of the principal which is payable in the same year, shall not be less than the aggregate amount of principal and interest payable in any subsequent year. When such a vote has been passed, the annual amount required shall, without further vote, be assessed according to the provisions of law relating to the assessment of county taxes. After the construction and equipment of the said school, the county shall annually raise by taxation a sum not exceeding eight thousand dollars for the share of the county in the maintenance of the said school. [*Acts, 1912, c. 566, § 2.*]

914. Commonwealth to share in cost of maintenance. — Any school established under this act shall be established and maintained as an approved school, subject to the provisions of Acts, 1911, c. 471, and of any amendments thereof, and the county shall be reimbursed for expenditures incurred in its maintenance in the manner and to the extent provided for the reimbursement of cities and towns by the said chapter and any amendments thereof. [*Acts, 1912, c. 566, § 3.*]

915. Trustees to prepare estimate of amount required to maintain the school. — The said trustees shall annually prepare, on or before the fifteenth day of December, an estimate of the amount required to maintain the school for the ensuing year, and said amount shall be included in the estimate required by R. L., c. 21, § 27, as amended; and if the expenditure of the amount so estimated or any part thereof shall be authorized by the general court, the said trustees shall, subject to the provisions of said chapter 471, expend the same for the purpose hereinbefore stated. [*Acts, 1912, c. 566, § 4.*]

916. Pupils. — Said school shall be free for attendance to all residents of said county over fourteen and under twenty-five years of age. Any resident, over fourteen and under twenty-five years of age, of any city or town in Massachusetts which does

not maintain an agricultural school, offering the type of education which he desires, and approved by the board of education, may make application for admission to the said school. The board of education, whose decision shall be final, may approve or disapprove such application. In making its decision, the board shall take into consideration the opportunities for free agricultural training in the community in which the applicant lives, the financial status of the community, the age, sex, preparation, aptitude and previous record of the applicant, and all other relevant circumstances. The board may, however, permit pupils with limited educational preparation to enter for a special course of study in horticulture, fruit growing or dairy farming. The city or town in which the person resides whose application for admission to the said school has been approved as herein provided, shall pay such tuition fee as may be fixed by the board of education; and the commonwealth shall reimburse such city or town upon the recommendation of the board of education to the extent of one half the sum expended by the city or town in payment of such tuition fee. If any city or town neglects or refuses to pay for such tuition it shall be liable therefor to said trustees in an action of contract. [*Acts, 1912, c. 566, § 5.*]

917. Half fare for pupils on street cars. — The provisions of Acts, 1908, c. 530, as am. by Acts, 1910, c. 567, for half rate fare upon street railways shall apply to pupils of the said school. [*Acts, 1912, c. 566, § 6.*]

918. Trustees may construct a school building. — The trustees of the independent agricultural school of Bristol county are hereby authorized and directed to construct, equip and maintain a school building and a barn upon the premises of the said school. [*Acts, 1914, c. 530, § 1.*]

919. Authority to borrow certain sums. — For the purposes aforesaid, the county commissioners of said county are hereby authorized and directed to borrow a sum not exceeding forty-five thousand dollars, and to issue bonds or notes of the county therefor. Such bonds or notes shall be payable by such annual payments, beginning not more than one year after the date of each loan, as will extinguish each loan within fifteen years from its date, and the amount of such annual payment in any one year shall not be less than the amount of the principal payable in any subsequent year. Each authorized issue of bonds or notes shall constitute a separate loan. The county may sell the said securities at public or private sale upon such terms and conditions as it may deem proper, but they shall not be sold for less than their par value, and the proceeds shall be used only for the purposes herein specified. [*Acts, 1914, c. 530, § 2.*]

920. County to raise certain sums annually. — After the completion and equipment of the independent agricultural school in the county of Bristol, authorized by Acts, 1912, c. 566 [see paragraph 913], the county of Bristol shall annually raise by taxation a sum not exceeding sixteen thousand dollars for the maintenance of the said school. [*Acts, 1914, c. 544, § 1.*]

921. Repeal of certain section. — So much of [paragraph 913] as is inconsistent herewith is hereby repealed. [*Acts, 1914, c. 544, § 2.*]

BOSTON.

922. Independent agricultural school in Boston. — The school committee of the city of Boston may establish and maintain an independent agricultural school, as defined by chapter four hundred and seventy-one of the acts of the year nineteen

hundred and eleven, and under the authority of and subject to the provisions of said act and acts in amendment thereof and in addition thereto. [*Acts, 1913, c. 337, § 1.*]

923. Schoolhouse commissioners may cause land to be taken. — For the purpose of carrying out the provisions of this act, the board of schoolhouse commissioners of the city of Boston may cause to be taken for the city, in the same manner in which land is taken for schoolhouses, land in that city not exceeding fifty acres, approved by the school committee of the city, and shall build and furnish such buildings as are approved by the school committee: *provided*, that land having a building thereon may be purchased at such price as the school committee, the schoolhouse commissioners and the mayor may determine. [*Acts, 1913, c. 337, § 2.*]

IN GENERAL.

924. Grants of money authorized by congress for support of agricultural colleges. — The commonwealth of Massachusetts hereby assents to the purpose of the advance of money authorized by the act of congress, entitled "An Act to provide for co-operative agricultural extension work between the agricultural colleges in the several states receiving the benefits of an act of congress approved July 2, 1862, and of acts supplementary thereto, and the United States department of agriculture", said act being number ninety-five of the sixty-third congress, and approved on May 8, 1914. [*Acts, 1914, c. 721, § 1.*]

925. Acceptance of grants of money. — The commonwealth of Massachusetts hereby accepts the annual grant of moneys made by the United States as set forth and defined in said act of congress, and the treasurer and receiver general is hereby designated to receive the same annually, to be applied by him under and for the purposes of said act; and the Massachusetts Agricultural College is hereby authorized to receive said grants of money. [*Acts, 1914, c. 721, § 2.*]

926. Governor to give notice. — The governor is hereby authorized and instructed to give due notice hereof to the government of the United States. [*Acts, 1914, c. 721, § 3.*]

THE FRANKLIN FOUNDATION.

927. The Franklin foundation incorporated. — George A. Hibbard, Charles W. Duane, Alexander K. MacLennan, Charles E. Park, Richard Olney, William Endicott, Nathan Matthews, Charles T. Gallagher, James J. Storrow, Frank K. Foster and two other persons to be appointed by the supreme judicial court for the county of Suffolk, being the present board of managers of the gift of one thousand pounds sterling and its accumulations to the town of Boston under the codicil to the will of Benjamin Franklin, and their successors in office, are hereby made a corporation by the name of The Franklin Foundation; and they and their successors in office shall continue a body corporate for the purposes hereinafter set forth, with all the powers and privileges and subject to all the duties, restrictions, and liabilities, not inconsistent with the terms of said codicil, which are conferred and prescribed by all general laws now or hereafter in force relating to such corporations. The members of said corporation shall be the mayor of the city of Boston for the time being, the ministers for the time being of the oldest Episcopalian, Congregational, and Presbyterian churches in Boston, and eight other virtuous and benevolent citizens of the class designated in said codicil as defined by the decree of the supreme judicial court for

Suffolk county entered March 16, 1904, in the suit entitled City of Boston by Patrick A. Collins, Mayor, and George U. Crocker, City Treasurer, complainants, against James H. Doyle and others, respondents, being numbered 799 on the docket of said court. . . . [*Acts, 1908, c. 569, § 1.*]

928. Vacancy. — . . . If, at any time, any vacancy occurs through death, resignation, inability or unfitness to act, or for other cause, in the class of eight virtuous and benevolent citizens of Boston, it shall be the duty of said corporation to apply by petition to said court to fill such vacancy; and in such case the appointee or appointees of said court shall become members of said corporation. Any of said eight members may be removed by said court for any cause for which any members of the present board of managers of said gift might be removed. [*Acts, 1908, c. 569, § 1.*]

929. To be a department of the city of Boston. — Said corporation shall be deemed a board or department of the city of Boston, and shall on behalf of the said city have the sole care, custody, management, and control of the industrial school established by the present board of managers of Franklin's gift, and known as the Franklin Union, as an independent industrial school; shall appoint and fix the compensation of such instructors, officers, and subordinates as it may think necessary for the proper management and operation of the institution, and may remove the same; and shall expend in accordance with the purposes thereof any money heretofore or hereafter paid or contributed to the city or to the corporation hereby established for the maintenance of the said institution, and the income of any fund heretofore or hereafter given to the city or to the corporation hereby established, for the benefit of the said institution, such expenditures to be made by said corporation in conformity with the will, deed of gift, or other legally expressed purpose of the donor, so far as the same may legally be done; and shall have control and charge of the expenditure of all moneys appropriated by said city for the maintenance of the institution. [*Acts, 1908, c. 569, § 2.*]

930. To have custody of the Franklin gift. — Said corporation shall also have the custody, management, and control of that part of Franklin's gift which is now accumulating for the second hundred years under the terms of said codicil; but the legal title thereof shall continue to be in the city of Boston. [*Acts, 1908, c. 569, § 3.*]

931. Title to property to remain in the city of Boston. — The legal title to the property now constituting said Franklin Union, and to that part of said gift which the present managers of the same have appropriated and set apart to be laid out in the establishment of said Franklin Union, and the legal title to any fund or other property already given to the city of Boston for the establishment, maintenance, or benefit of said Franklin Union, shall remain in the city of Boston; but the corporation hereby established shall have authority hereafter to hold the legal title to and apply any real or personal estate hereafter given, granted, bequeathed, or devised to and accepted by it for the maintenance, extension, or otherwise for the benefit of said Franklin Union, and shall have authority to invest and reinvest such real and personal estate in securities in which funds of savings banks of this commonwealth may by law be invested, and to sell such securities and invest and reinvest the proceeds of such sale or sales. . . . [*Acts, 1908, c. 569, § 4.*]

932. Investment of surplus funds. — . . . If after the completion, equipment, and furnishing of said Franklin Union, any surplus remains over of that part

of Franklin's gift now available to be laid out under the terms of said codicil, said corporation may invest the same and apply the income thereof toward the maintenance of said Franklin Union, the legal title to said surplus to remain in the city of Boston. [*Acts, 1908, c. 569, § 4.*]

MISCELLANEOUS.

933. Industrial training for the blind. — The [Massachusetts commission for the blind] shall be authorized to prepare and maintain a register of the blind in Massachusetts, which shall describe their condition, cause of blindness and capacity for education and industrial training. The [director of the bureau of statistics] is hereby directed to aid the commission by furnishing it from time to time, upon its request, with the names, addresses and such other facts concerning the blind as may be recorded by the enumerators in taking any decennial census. [*Acts, 1906, c. 385, § 2.*]

934. Establishing schools for industrial training of the blind. — The commission may, with the approval of the governor and council, establish, equip and maintain one or more schools for industrial training, and workshops for the employment of blind persons, may pay to employees suitable wages, and may devise means for the sale and distribution of the products of such schools and workshops. [*Acts, 1906, c. 385, § 4.*]

935. Evening classes in practical arts for women. — Any city or town may, through its school committee, or other board of trustees for vocational education, establish and maintain separate evening classes in household and other practical arts. Such classes shall be known as practical art classes, shall be open to all women over seventeen years of age who are employed in any capacity during the day, and may be established and maintained as approved state-aided practical art classes under the provisions of, and subject to all the conditions, not inconsistent with this act, of *Acts, 1911, c. 471*. [*Acts, 1912, c. 106.*]

936. Independent household arts school may be maintained. — The trustees of the independent agricultural school of the county of Essex may establish, equip and maintain, with the approval of the board of education and in accordance with the provisions of *Acts, 1911, c. 471* not inconsistent with this act, an independent household arts school. [*Acts, 1914, c. 719, § 1.*]

937. Trustees to prepare estimate of cost of vocational schools. — The said trustees shall prepare annually, on or before the fifteenth day of December, an estimate of the amounts required to establish, equip and maintain the vocational agricultural school and also the said vocational household arts school for the ensuing year, and said amounts, if approved by the board of education, shall be included in the estimate required by *R. L., c. 21, § 27*, as amended; and if the said amounts or any part thereof shall be authorized by the general court, the county of Essex shall raise by taxation the sum authorized and the sum so raised shall be paid to the said trustees, for the purposes designated by the treasurer of the county upon their requisition: *provided, however*, that all receipts from miscellaneous sources designated in said *c. 471*, such as "tuition" of non-resident pupils from places outside the county, "sale of products", and "work of pupils", shall be applied by said trustees toward reduction of the net expense to the county and state of the maintenance of the said school. [*Acts, 1914, c. 719, § 2.*]

938. Manual training. — Every city and town containing 20,000 inhabitants

or more shall maintain the teaching of manual training as part of both its elementary and its high school system. [*R. L., c. 42, § 9.*]

939. School for instruction in designing silverware and jewelry. — *Resolved*, That the board of education is hereby directed to investigate the advisability, practicability and cost of establishing and maintaining in the [cities] of Taunton or Attleborough a state school for technical instruction, and especially for instruction in the designing, modeling and manufacture of silverware and jewelry. The board shall report to the next general court, not later than the tenth day of January, and shall accompany its report with a draft of any legislation which it may recommend. [*Res., 1912, c. 16.*]

940. Reduced fares for school pupils on street railways. — The rates of fare charged by street or elevated railway companies [except the Boston Elevated Ry. Co., Acts, 1900, c. 197, § 4, R. L., c. 112, § 1, and Acts, 1906, c. 463, Pt. III, § 2] for the transportation of pupils of the public day schools or public evening schools or industrial day or evening schools organized under the provisions of Acts, 1906, c. 505 and acts in amendment thereof or private schools between a given point, from or to which it is necessary for them to ride in travelling to or from the schoolhouses in which they attend school and their homes, whether such schoolhouses are located in the city or town in which the pupils reside or in another city or town, shall not exceed one half the regular fare charged by such street or elevated railway company for the transportation of other passengers between said points, and tickets for the transportation of pupils as aforesaid, good during the days or evenings on which said schools are in session, shall be sold by said companies in lots of ten each. A railway company which violates the provisions of this section shall forfeit twenty-five dollars for each offence. [*R. L., c. 112, § 72, as last am. by Acts, 1910, c. 567.*]

TRADE UNIONS.

(See also under Labor Disputes, page 227.)

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INCORPORATION OF LABOR ORGANIZATIONS.

941. Labor unions may be incorporated. — Corporations may be formed in the manner provided in [R. L., c. 125] for the purpose of improving the condition of any employees in any one or more trades or employments, either relative to their employment or to the promotion of education, temperance, morality or social intercourse among them, or for the purpose of paying benefits to sick or unemployed members, or to persons dependent upon deceased members or otherwise. [R. L., c. 125, § 13.]

942. Organizations must conform to certain conditions. — The commissioner of corporations shall not indorse his approval upon the certificate of organization of any such corporation, unless he is satisfied that the purpose of the association is lawful, that its by-laws contain no provision contrary to law and that they conform to the requirements of the following two sections. [R. L., c. 125, § 14.]

943. By-laws of incorporated labor organizations. — The by-laws shall contain clear and distinct provisions relative to the election, admission and expulsion of members; the titles, duties, powers and tenure of the officers of the corporation and their election and removal; the number of members required for a quorum; the call for special meetings; the adoption, amendment and repeal of by-laws; the purposes to which the funds of the corporation may be applied and for which assessments may be laid upon the members; the conditions upon which a member or persons dependent upon a deceased member shall be entitled to benefits, if any are to be given by the corporation; the imposition of fines and forfeitures, if any; the deposit, investment and custody of the funds of the corporation; the periodical audit of the accounts of the treasurer; and the method of voting on shares of stock, if any are issued by the corporation. A by-law shall not be repealed or amended, or an additional by-law adopted, unless notice of such proposed action shall have been given at a previous meeting; and such repeal, amendment or adoption shall not take effect until it has been approved by the commissioner of corporations as conformable to the requirements of law. [R. L., c. 125, § 15.]

944. Expulsion of members of incorporated labor organizations. — No member of such corporation shall be expelled by vote of less than a majority of all the members thereof, nor by vote of less than three-quarters of the members present and voting upon such expulsion. Every member of such corporation and every person who has an interest in its funds shall be entitled to examine its books and records. [R. L., c. 125, § 16.]

TRADE UNION LABELS, INSIGNIA, ETC.

945. Adoption and recording of labels. — A person may adopt a label, not previously owned or adopted by any other person, and file such label for record, by depositing two copies or facsimiles thereof in the office of the secretary of the com-

monwealth, one of which copies or facsimiles shall be attached by the secretary of the commonwealth to the certificate of record hereinafter referred to. The applicant shall file with the label a certificate specifying the name of the person so filing such label, his residence, situation or place of business, the kind of merchandise to which such label has been or is intended to be appropriated, and the length of time, if any, during which it has been in use. If such label has not been and is not intended to be used in connection with merchandise, the particular purpose or use for which it has been or is intended shall be stated in the certificate. Such certificate shall be accompanied by a written declaration, verified under oath by the person, or by a member of the firm or by an officer of the association, union or corporation, by which it is filed, that the party so filing such label has a right to use the same, and that no other person has the right to such use, either in the identical form or in any such near resemblance thereto as may be calculated to deceive, and that the copies or facsimiles filed therewith are true. The secretary of the commonwealth shall issue to the person depositing such label a certificate of record, under the seal of the commonwealth, and the secretary shall cause the certificate to be recorded in his office. Such certificate of record, or a certified copy of its record in the office of the secretary of the commonwealth, shall in all suits and prosecutions under the provisions of this [and the seven following paragraphs], be sufficient proof of the recording of such label and of the existence of the person named in the certificate. The fee for filing the certificate and declaration and issuing the certificate of record shall be two dollars. No label shall be recorded which could reasonably be mistaken for a label already on record. [R. L., c. 72, § 7.]

946. Regulations and forms for filing. — The secretary of the commonwealth is authorized to make regulations, and prescribe forms for the filing of labels, under the provisions of the preceding [paragraph]. [R. L., c. 72, § 8.]

947. Restraint of use of label counterfeits. — The supreme judicial court or the superior court shall have jurisdiction in equity to restrain the manufacture, use or sale of counterfeits or imitations of a label, recorded as provided in section 7 [see paragraph 945], shall award damages resulting from such wrongful manufacture, use or sale and shall require the defendant to pay the owner of such label the profits derived from such wrongful manufacture, use or sale; and may also order that all such counterfeits or imitations in his possession or control be delivered to an officer of the court, or to the complainant, to be destroyed. If the complainant is not incorporated, suits under the provisions of sections 7, 8, and 10 to 14, inclusive [see paragraphs 945, 946 and 948 to 952] may be commenced and prosecuted by an officer thereof, on behalf of and for the use of the complainant. Every member of a complainant firm, association or union shall be liable for costs in any such proceeding. [R. L., c. 72, § 9.]

948. Penalty for illegal use of names and labels. — Whoever knowingly makes or uses any counterfeit or imitation of any lawful name or label or causes the same to be made or used, or sells, offers for sale, deals in or has in his possession with intent to use, sell, offer for sale or deal in the same, or affixes, impresses or uses such counterfeit or imitation upon any goods, shall be punished by a fine of not more than two hundred dollars or by imprisonment for not more than one year, or by both such fine and imprisonment. [R. L., c. 72, § 10.]

949. Penalty for selling or having in possession false dies, etc. — Whoever, with intent to defraud, knowingly casts, engraves or manufactures, or has in his

possession, or buys, sells, offers for sale or deals in, a die, plate, brand, mould, or engraving on wood, stone, metal or other substance, of a label recorded pursuant to the statutes of this commonwealth, or a printing press, or types or other tools, machines or materials provided or prepared for making a counterfeit or imitation of such label, shall be punished by a fine of not more than two hundred dollars or by imprisonment for not more than one year, or by both such fine and imprisonment. [*R. L., c. 72, § 11.*]

950. Selling goods falsely marked, penalty for. — Whoever knowingly sells or exposes for sale goods upon which any lawful name or label or any counterfeit or imitation thereof is unlawfully affixed, impressed, or used shall be punished by a fine of not more than two hundred dollars or by imprisonment for not more than one year, or by both such fine and imprisonment. [*R. L., c. 72, § 12.*]

951. Aiding and abetting in violation of preceding sections. — Whoever, with intent to defraud, knowingly aids or abets in the violation of any of the provisions of the [six] preceding sections shall be punished by a fine of not more than one hundred dollars or by imprisonment for not more than six months, or by both such fine and imprisonment. [*R. L., c. 72, § 13.*]

952. Defendant may prove ownership of. — In any suit or prosecution under the provisions of the five preceding sections, the defendant may show that he was the owner of such name or label prior to its being filed under the provisions of section 7 [paragraph 945], and that it has been wrongfully filed by some other person. [*R. L., c. 72, § 14.*]

953. Fraudulent use of names, titles, etc., of organizations. — Whoever, wilfully, by color or aid of any false token or writing, or other false pretense or false statement, verbal or written, or without authority of the grand or supreme governing lodge, council, union or other governing body hereinafter mentioned, obtains the signature of any person to any written application, or obtains any money or property for any alleged or pretended degree, or for any alleged or pretended membership in any fraternity, association, society, order, organization or union having a grand or supreme governing lodge, council, union or other governing body in this commonwealth, or in any subordinate lodge or body thereof, shall be punished by imprisonment for not more than one year or by a fine of not more than five hundred dollars, or by both such fine and imprisonment. [*Acts, 1908, c. 280, § 1.*]

954. Fraudulent publication of names, titles or designations. — Whoever, in a newspaper or other publication, or in any written or printed letter, notice, matter or device, without authority of the grand or supreme governing lodge, council, union or other governing body hereinafter mentioned, fraudulently uses or aids in any way in the use of the name, title or common designation of any fraternity, association, society, order, organization or union which has a grand or supreme governing lodge, council, union or other governing body, having priority in such use in this commonwealth, or any name, title or designation so nearly resembling the same as to be calculated or likely to deceive; and whoever, without such authority, fraudulently publishes, sells, circulates or distributes any written or printed letter, notice, matter or device, in any way soliciting members for such fraternity, association, society, order, organization or union, or for any alleged or pretended fraternity, association, society, order, organization or union, using any such name, title, designation, or near resemblance thereto; and whoever therein or thereby in any way, without such authority, fraudulently offers to sell, confer, communicate or give information where,

of whom or by what means any degree or work, in whole or in part, of such fraternity, association, society, order, organization or union, or of any alleged or pretended fraternity, association, society, order, organization or union using any such name, title or designation or near resemblance thereto, can or may be obtained, conferred or communicated, shall be punished by imprisonment for not more than one year or by a fine of not more than five hundred dollars, or by both such fine and imprisonment. [*Acts, 1908, c. 280, § 2.*]

955. Registration of insignia of labor unions. — The insignia, ribbons, badges, rosettes, buttons and emblems of any society, association or labor union may be registered in the office of the secretary of the commonwealth in the manner and subject to the provisions, so far as they are applicable, set forth in R. L., c. 72, § 7 [see paragraph 945] in regard to labels; and the secretary is hereby authorized to make regulations and prescribe forms for such registration. [*Acts, 1909, c. 514, § 31.*]

956. Penalty for unlawful use. — Whoever, not being a member of a society, association or labor union, for the purpose of representing that he is a member thereof, wilfully wears or uses the insignia, ribbon, badge, rosette, button or emblem thereof, if it has been registered in the office of the secretary of the commonwealth, shall be punished by a fine of not more than twenty dollars or by imprisonment for not more than thirty days, or by both such fine and imprisonment. [*Acts, 1909, c. 514, § 32.*]

MISCELLANEOUS.

957. Membership in labor organizations not to be forbidden. — No person shall, himself or by his agent, coerce or compel a person into a written or oral agreement not to join or become a member of a labor organization as a condition of his securing employment or continuing in the employment of such person. [*Acts, 1909, c. 514, § 19.*]

958. Imposition and collection of fines by unions, etc. — No fine or notice of intention to impose a fine by any union or any other association, incorporated or unincorporated, or by any authorized representative thereof, upon any member thereof, according to the rules thereof to which such member has agreed to conform, shall be held to be unlawful or coercive as to such member or as to any other person: *provided*, that such fine is reasonable in amount and is for a purpose which is legal. [*Acts, 1911, c. 431.*]

959. Savings bank deposits by trade unions. — [A savings bank corporation] may receive on deposit from any person not more than one thousand dollars; and may allow interest upon such deposits, and upon the interest accumulated thereon, until the principal, with the accrued interest, amounts to two thousand dollars; and thereafter upon no greater amount than two thousand dollars; but the provisions of this section shall not apply to deposits by a religious or charitable corporation or labor union, or credit union, or in the name of a judge of probate, or by order of any court, or on account of a sinking fund of a city or town in this commonwealth. [*Acts, 1908, c. 590, § 46, as am. by Acts, 1909, c. 491, § 7.*]

960. Exemption of trade unions, etc., from insurance laws. — Trade unions and other associations of wage workers whose principal objects are to deal with the relation between employers and employees relative to wages, hours of labor and other conditions of employment shall not be subject to the provisions of R. L., c. 119, and c. 120, and Acts, 1907, c. 576 or of such other provisions of law as relate to insurance companies or associations. [*Acts, 1909, c. 514, § 30.*]

LABOR DISPUTES.

(See also under State Board of Conciliation and Arbitration.)

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STRIKES AND LOCKOUTS.

961. Mayor or selectmen to give notice of strike¹. — A mayor of a city or the selectmen of a town, having knowledge that a strike or lockout such as is described in this act is seriously threatened or actually occurs in such city or town, shall at once give notice to the state board [of conciliation and arbitration]. Notice may be given by the employer or by the employees concerned in the controversy, strike or lockout. . . . [*Acts, 1909, c. 514, § 11, as am. by Acts, 1914, c. 681, § 1.*]

962. State board to act on notice of strike. — . . . When the state board has knowledge that a strike or lockout, which involves an employer and his present or former employees, is seriously threatened or has actually occurred, and such employer at that time is employing, or upon the occurrence of the strike or lockout, was employing not less than twenty-five persons in the same general line of business in any city or town in the commonwealth, the state board shall, as soon as may be, communicate with such employer and employees and endeavor by mediation to obtain an amicable settlement, or endeavor to persuade them to submit the controversy to a local board of conciliation and arbitration or to the state board. . . . [*Acts, 1909, c. 514, § 11, as am. by Acts, 1914, c. 681, § 1.*]

963. When parties to strike refuse to arbitrate. — . . . If a settlement is not agreed upon and the parties refuse to submit the matter in dispute to arbitration, the state board shall investigate the cause of such controversy and ascertain which of the parties thereto is mainly responsible or blameworthy for the existence or continuance of the same, and shall, unless a settlement of the controversy is reached, make and publish a report finding such cause and assigning such responsibility or blame. The state board may employ agents to assist in the said investigation. Said board shall, upon the request of the governor, investigate and report upon a controversy if in his opinion it seriously affects or threatens seriously to affect the public welfare. The state board shall have the same powers for the foregoing purpose as are given to it by the provisions of [§§ 12, 13, 14, and 15, of this act [see paragraphs 98, and 965 to 967 inclusive]. . . . [*Acts, 1909, c. 514, § 11, as am. by Acts, 1914, c. 681, § 1.*]

964. Employers and employees to give notice to state board. — . . . The state board shall by publication or otherwise inform employers and employees of their duty to give notice to the state board before resorting to a strike or lockout and of the provisions of this act affecting the rights of employers and employees relative to industrial disputes. [*Acts, 1909, c. 514, § 11, as am. by Acts, 1914, c. 681, § 1.*]

965. Arbitration. — If a controversy which does not involve questions which may be the subject of an action at law or suit in equity exists between an employer, whether an individual, a partnership or corporation employing not less than twenty-five persons in the same general line of business, and his employees, the board shall, upon application as hereinafter provided, and as soon as practicable, visit the place where the controversy exists and make careful inquiry into its cause, and may, with the con-

¹ See also paragraph 694.

sent of the governor, conduct such inquiry beyond the limits of the commonwealth. The board shall hear all persons interested who come before it, advise the respective parties what ought to be done or submitted to by either or both to adjust said controversy, and make a written decision thereof which shall at once be made public, shall be open to public inspection and shall be recorded by the secretary of said board. A short statement thereof may, in the discretion of the board, be published in the annual report, and the board shall cause a copy thereof to be filed with the clerk of the city or town in which said business is carried on. Said decision shall, for six months, be binding upon the parties who join in said application, or until the expiration of sixty days after either party has given notice in writing to the other party and to the board of his intention not to be bound thereby. Such notice may be given to said employees by posting it in three conspicuous places in the shop or factory where they work. [*Acts, 1909, c. 514, § 12.*]

966. Application for arbitration. — Said application shall be signed by the employer or by a majority of his employees in the department of the business in which the controversy exists, or by their duly authorized agent, or by both parties, and if signed by an agent claiming to represent a majority of the employees, the board shall satisfy itself that he is duly authorized so to do; but the names of the employees giving the authority shall be kept secret. The application shall contain a concise statement of the existing controversy and a promise to continue in business or at work without any lock-out or strike until the decision of the board, if made within three weeks after the date of filing the application. The secretary of the board shall forthwith, after such filing, cause public notice to be given of the time and place for a hearing on the application, unless both parties join in the application and present therewith a written request that no public notice be given. If such request is made, notice of the hearings shall be given to the parties in such manner as the board may order, and the board may give public notice thereof notwithstanding such request. If the petitioner or petitioners fail to perform the promise made in the application, the board shall proceed no further thereon without the written consent of the adverse party. [*Acts, 1909, c. 514, § 13.*]

967. Expert assistants may be appointed. — In all controversies between an employer and his employees in which application is made under the provisions of the preceding section, each party may, in writing, nominate fit persons to act in the case as expert assistants to the board and the board may appoint one from among the persons so nominated by each party. Said experts shall be skilled in and conversant with the business or trade concerning which the controversy exists, they shall be sworn by a member of the board to the faithful performance of their official duties and a record of their oath shall be made in the case. Said experts shall, if required, attend the sessions of the board, and shall, under direction of the board, obtain and report information concerning the wages paid and the methods and grades of work prevailing in establishments within the commonwealth similar to that in which the controversy exists, and they may submit to the board at any time before a final decision any facts, advice, arguments or suggestions which they may consider applicable to the case. No decision of said board shall be announced in a case in which said experts have acted without notice to them of a time and place for a final conference on the matters included in the proposed decision. Such experts shall receive from the commonwealth seven dollars each for every day of actual service and their necessary travelling expenses. The board may appoint such additional experts as it con-

siders necessary, who shall be qualified in like manner and, under the direction of the board, shall perform like duties and be paid the same fees as the experts who are nominated by the parties. [*Acts, 1909, c. 514, § 14.*]

968. Local boards of conciliation and arbitration. — The parties to any controversy such as is described in section thirteen of this act [see paragraph 966] may submit the controversy in writing to a local board of conciliation and arbitration which may be composed either of three members mutually agreed upon, or of a member designated by the employer, a member chosen by the employees, or their duly authorized representative, and a third, who shall be chairman, chosen by those two. Such board shall have and exercise, relative to matters referred to it, all the powers of the state board, and its decision shall have such binding effect as may be agreed upon by the parties to the controversy in the written submission. Such board shall have exclusive jurisdiction of the controversy submitted to it, but it may ask the advice and assistance of the state board. The decision of such board shall be rendered within ten days after the close of any hearing held by it, and shall forthwith be filed with the clerk of the city or town in which the controversy arose, and a copy thereof shall be forwarded by said clerk to the state board. Each of such arbitrators shall be entitled to receive from the treasury of the city or town in which the controversy submitted arose, with the approval in writing, of the mayor of the city or the selectmen of the town, the sum of three dollars for each day of actual service, not exceeding ten dollars for any one arbitration. [*Acts, 1909, c. 514, § 16, as am. by Acts, 1914, c. 681, § 2.*]

969. Advertisement for employees during strikes, etc. — If an employer, during the continuance of a strike among his employees, or during the continuance of a lockout or other labor trouble among his employees, publicly advertises in newspapers, or by posters or otherwise, for employees, or by himself or his agents solicits persons to work for him to fill the places of strikers, he shall plainly and explicitly mention in such advertisements or oral or written solicitations that a strike, lockout or other labor disturbance exists among his employees. [*Acts, 1910, c. 445, § 1, as am. by Acts, 1914, c. 347, § 1.*]

970. Employing persons to take places of strikers. — No employer, during the continuance of a strike, lockout or other labor trouble among his employees, shall directly or indirectly procure or attempt to procure persons to fill the places of employees involved in such strike, lockout or other labor trouble, if such persons are or have been solicited by means of advertisements or oral or written statements in which it has not been plainly and explicitly mentioned that a strike, lockout or other labor trouble exists in the establishment where such persons are to be employed. This provision shall apply whether such advertisements or oral or written solicitations were made within or without the commonwealth. [*Acts, 1910, c. 445, as last am. by Acts, 1914, c. 347, § 2.*]

971. Procuring of help during strike for employer whose help is on strike. — No person, firm, association or corporation, during the continuance of a strike, lockout or other labor trouble among the employees of another person, firm, association or corporation, shall procure, or attempt to procure, or assist in any way in procuring, or attempting to procure persons to work for such other person, firm, association, or corporation, to fill the places of employees involved in such strike, lockout or other labor trouble, if such persons are or have been solicited by advertisements or oral or written statements, whether made within or without the commonwealth,

in which it has not been plainly and explicitly mentioned that a strike, lockout or other labor trouble exists in the establishment where such persons are to be employed. [*Acts, 1910, c. 445, as last am. by Acts, 1914, c. 347, § 3.*]

972. Penalty. — Any person, firm, association or corporation violating any provision of this act shall be punished by a fine not exceeding one hundred dollars for each offence. [*Acts, 1910, c. 445, as last am. by Acts, 1911, c. 347, § 4.*]

973. Determination of the normality of business after a strike. — The provisions of [*Acts, 1914, c. 347, regulating the procuring of persons to take the places of employees during strikes or lockouts*] shall cease to be operative when the state board of conciliation and arbitration shall determine that the business of the employer, in respect to which the strike or other labor trouble occurred, is being carried on in the normal and usual manner and to the normal and usual extent. Said board shall determine this question as soon as may be, upon the application of the employer. [*Acts, 1910, c. 445, as last am. by Acts, 1914, c. 347, § 5.*]

INJUNCTIONS.

974. Injunctions not to be issued against employees except in certain cases. — It shall not be unlawful for persons employed or seeking employment to enter into any arrangements, agreements or combinations with the view of lessening the hours of labor or of increasing their wages or bettering their condition; and no restraining order or injunction shall be granted by any court of the commonwealth or by any judge thereof in any case between an employer and employees, or between employers and employees, or between persons employed and persons seeking employment, or involving or growing out of a dispute concerning terms or conditions of employment, or any act or acts done in pursuance thereof, unless such order or injunction be necessary to prevent irreparable injury to property or to a property right of the party making the application, for which there is no adequate remedy at law, and such property or property right shall be particularly described in the application; which shall be sworn to by the applicant or by his agent or attorney. [*Acts, 1914, c. 778, § 1.*]

975. Personal rights. — In construing this act, the right to enter into the relation of employer and employee, to change that relation, and to assume and create a new relation for employer and employee, and to perform and carry on business in such relation with any person in any place, or to do work and labor as an employee, shall be held and construed to be a personal and not a property right. In all cases involving the violation of the contract of employment either by the employee or employer where no irreparable damage is about to be committed upon the property or property right of either, no injunction shall be granted but the parties shall be left to their remedy at law. [*Acts, 1914, c. 778, § 2.*]

976. No employee to be punished for entering into arrangement to better conditions. — No persons who are employed or seeking employment or other labor shall be indicted, prosecuted or tried in any court of the commonwealth for entering into any arrangement, agreement, or combination between themselves as such employees or laborers, made with a view of lessening the number of hours of labor or increasing their wages or bettering their condition, or for any act done in pursuance thereof, unless such act is in itself unlawful. [*Acts, 1914, c. 778, § 3.*]

977. Notice of preliminary injunction to be given. — No preliminary in-

junction shall be granted without notice to the opposite party. No temporary restraining order shall be granted without notice to the opposite party, unless it shall clearly appear from specific facts, shown by affidavit or by the verified bill, that immediate and irreparable loss or damage will result to the applicant before the matter can be heard on notice. In case a temporary restraining order shall be granted without notice, in the contingency specified, the matter shall be made returnable at the earliest possible time, and in no event later than ten days from the date of the order, and shall take precedence of all matters except older matters of the same character. When the matter comes up for hearing the party who obtained the temporary restraining order shall proceed with his application for a preliminary injunction, and if he does not do so the court shall dissolve the temporary restraining order. Upon two days' notice to the party obtaining such temporary restraining order, the opposite party may appear and move the dissolution or modification of the order, and in that event the court or judge shall proceed to hear and determine the motion as expeditiously as the ends of justice may require. Every temporary restraining order shall be filed forthwith in the clerk's office. The provisions of this act shall not apply to any proceedings in the probate courts. [*Acts, 1913, c. 515, § 1, as am. by Acts, 1913, c. 840.*]

978. Punishment for violation of injunctions. — The defendant in proceedings for violation of an injunction, where it appears from the petition filed in court alleging the violation, that the violation is an act which also would be a crime, shall have the right to trial by jury on the issue of fact only, as to whether he committed the acts alleged to constitute the said violation, and the said trial by jury shall take place forthwith, and if there is no sitting of a jury in the county where the contempt proceedings are to be heard, a venire shall issue to impanel a jury forthwith. [*Acts, 1911, c. 339, § 1.*]

979. Not to apply to probate courts. — The provisions of this act shall not apply to proceedings in the probate court. [*Acts, 1911, c. 339, § 2.*]

MISCELLANEOUS.

980. Intimidation of employees prohibited. — No person shall, by intimidation or force, prevent or seek to prevent a person from entering into or continuing in the employment of any person or corporation. [*Acts, 1909, c. 514, § 18.*]

981. Persons not to be punished criminally for attempt to persuade, etc. — No person shall be punished criminally, or held liable or answerable in any action at law or in equity, for persuading or attempting to persuade by printing or otherwise any other person to do anything, or to pursue any line of conduct not unlawful or actionable or in violation of any marital or other legal duty, unless such persuasion or attempt to persuade is accompanied by injury or threat of injury to the person, property, business or occupation of the person persuaded or attempted to be persuaded, or by disorder or other unlawful conduct on the part of the person persuading or attempting to persuade, or is a part of an unlawful or actionable conspiracy. [*Acts, 1913, c. 690.*]

982. Non-resident employees may be employed as special police officers. — If, in an emergency, special police officers are appointed under the name of police officers or any other name, to act as police officers for quelling a riot or disturbance or for protecting property no person shall be so appointed who is not a resident of

this commonwealth unless he is a regular employee of the person or corporation whose property he is so appointed to protect. [*Acts, 1909, c. 514, § 34.*]

983. Police protection authorized and regulated. — A person or corporation may, at any time, if his or its property is in danger, call upon the regular police authorities in this commonwealth for assistance in its protection, and the provisions of this and the preceding section shall not limit or diminish such right; but no person or corporation shall request or authorize any person or body of persons not residents of this commonwealth, except regular employees, to assist such corporation with arms in the defence of its property, and no such request or authority shall justify an assault or attack with arms by a non-resident. Whoever, being an employer of labor, requests or authorizes assistance in violation of the provisions of this section and whoever renders such assistance with arms shall be severally liable in damages to each person injured in person or property thereby. [*Acts, 1909, c. 514, § 35.*]

LICENSED OCCUPATIONS.

(For the licensing of minors, see Women and Children; for licensing of Intelligence Offices, see Employment.)

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HAWKERS AND PEDLERS.

984. Hawkers and pedlers defined. — Whoever, except itinerant vendors, commercial travellers, selling agents to dealers in the usual course of business and persons selling by sample for future delivery, goes from town to town or from place to place in the same town carrying for sale or exposing for sale goods, wares or merchandise shall be deemed a hawker or pedler within the meaning of this chapter. Hawkers and pedlers selling or exposing for sale goods, wares or merchandise, except as permitted by the provisions of this chapter shall forfeit not more than two hundred dollars for each offence, to be equally divided between the county and the complainant. [*R. L., c. 65, § 13.*]

985. Sale of certain articles prohibited. — The sale by hawkers or pedlers of jewelry, wines, spirituous liquors and playing cards is prohibited. [*R. L., c. 65, § 14.*]

986. Certain articles may be sold without a license. — Hawkers and pedlers may sell without a license books, newspapers, pamphlets, fuel, provisions, ice, live animals, brooms, agricultural implements, hand tools used in making boots and shoes, and the products of their own labor or of the labor of their families, including among such products fruits and agricultural products, if such sale is not made in violation of an ordinance or by-law of the city or town. . . . [*R. L., c. 65, § 15, as last am. by Acts, 1906, c. 345.*]

987. Cities and towns may license hawkers and pedlers. — . . . Cities and towns, may by ordinance or by-law not inconsistent with the provisions of this chapter regulate the sale and exposing for sale by hawkers and pedlers of said articles, and may affix penalties for the violation of such regulations; and may require hawkers and pedlers of fruit and vegetables to be licensed, provided that the license fee does not exceed that prescribed by *R. L., c. 65, § 19* [see paragraph 990] for a license embracing the same territorial limits. But a person engaged in the pursuit of agriculture who peddles fruits and vegetables shall not be deemed a hawker or pedler under the provisions of this chapter. [*R. L., c. 65, § 15, as last am. by Acts, 1906, c. 345.*]

988. Hawkers and pedlers must be licensed. — Articles other than those mentioned in the preceding section and not prohibited by section 14, [see paragraph 985] including those of the growth or production of foreign countries, shall not be sold by hawkers or pedlers unless duly licensed as hereinafter provided. [*R. L., c. 65, § 16.*]

989. Special licenses may be granted. — The secretary of the commonwealth may grant a license to go about exposing for sale and selling any goods, wares or

merchandise, except jewelry, wines, spirituous liquors and playing cards, to any person who files in his office a certificate signed by the mayor of a city or by a majority of the selectmen of a town, stating that to the best of his or their knowledge and belief the applicant therein named is of good repute for morals and integrity, and is, or has declared his intention to become, a citizen of the United States. The mayor or selectmen, before granting such certificate, shall require the applicant to make oath that he is the person named therein, and that he is, or has declared his intention to become, a citizen of the United States. Such oath shall be certified by a justice of the peace and shall accompany the certificate. The secretary shall cause to be inserted in every such license the names of such cities and towns as the applicant designates, with the amounts to be paid to the respective treasurers thereof as herein provided, and shall receive from the applicant one dollar for each city or town so inserted. . . . [*R. L., c. 65, § 19, as last am. by Acts, 1912, c. 192.*]

990. Fee for license. — . . . The licensee may sell in any city and town mentioned in his license any goods, wares or merchandise, not prohibited in section fourteen, upon payment to the treasurer thereof of the following fees: for each town containing not more than one thousand inhabitants, according to the then latest census, state or national, three dollars; for each town containing more than one thousand and not more than two thousand inhabitants, six dollars; for each town containing more than two thousand and not more than three thousand inhabitants, eight dollars; for each town containing more than three thousand and not more than four thousand inhabitants, ten dollars; and for each city and for all other towns, ten dollars and one dollar for every one thousand inhabitants thereof over four thousand; but the fee shall in no case exceed twenty-five dollars, and the amount paid shall be certified by the city or town treasurer on the face of the license. But a licensee who resides in a city or town in which he pays taxes upon his stock in trade and is qualified to vote, shall pay as a fee to the treasurer of the city or town only the amount, if any, by which the license fee exceeds the amount paid by him to the city or town as taxes on his stock in trade assessed on the first day of April preceding the date of the license. The secretary may grant as aforesaid special state licenses upon payment by the applicant of fifty dollars for each license; and the licensee may expose for sale in any city or town in the commonwealth any goods, wares or merchandise, the sale of which is not prohibited. [*R. L., c. 65, § 19, as last am. by Acts, 1912, c. 192.*]

991. Special county licenses. — The secretary may also grant as aforesaid, special county licenses, upon payment by the applicant of one dollar for each county mentioned therein; and the licensee may expose for sale within such county any tin, britannia, glass, earthen, iron, plated or wooden wares of the manufacture of the United States, or any other goods, wares or merchandise manufactured by himself or by his employer and not prohibited in section 14, upon paying to the treasurer of such county the amounts following: for Suffolk, Essex, Middlesex and Worcester, each four dollars; for Norfolk, Plymouth, Bristol, Berkshire and Hampden, each three dollars; for Franklin, Hampshire and Barnstable, each two dollars; and for Dukes County and Nantucket, each one dollar. County treasurers shall certify on the face of the license the amount of fees so paid. [*R. L., c. 65, § 20.*]

992. Transfer of license. — A license granted under the provisions of section 19 may be transferred by the secretary, upon application therefor and upon evidence furnished by the applicant like that required for granting a license. The transferee shall thereafter be liable in all respects as if he were the original licensee, and no person

shall thereafter sell under such license except the person named in such transfer. [*R. L., c. 65, § 22.*]

993. License may be revoked by secretary. — Any license granted by the secretary of the commonwealth under *R. L., c. 65*, or of any act amendatory thereof or additional thereto, may be revoked by the secretary upon conviction of the licensee of any crime which, in the judgment of the secretary, warrants such revocation. [*Acts, 1908, c. 208, § 1.*]

994. Records of licenses. — The secretary shall keep a record of all licenses granted by him, with the number of each, the name and residence of the licensee, and the counties, cities and towns, if any, mentioned therein, and of all transfers of licenses. The treasurers of counties, cities and towns shall severally keep records of all licenses upon which the amounts provided in this chapter have been paid to them, with the number of each, the names and residences of the licensees and the amounts received thereon, and all such records shall be open for public inspection. This chapter or a synopsis thereof shall be printed on every license. All licenses granted under the provisions of this chapter shall bear date of the day on which they are issued, and shall continue in force for one year from such date. [*R. L., c. 65, § 23.*]

995. Fees. — All the aforesaid fees paid to the secretary shall be for the use of the commonwealth; and all said fees paid to the treasurer of a county, city or town shall be for the use of such county, city or town. [*R. L., c. 65, § 24.*]

996. Licensee to post name. — Every person licensed as aforesaid to peddle shall post his name, residence and the number of his license in a conspicuous manner upon his parcels or vehicle; and when his license is demanded of him by a mayor, alderman, selectman, city or town treasurer or clerk, constable, police officer or justice of the peace, he shall forthwith exhibit it, and if he neglects or refuses so to do shall be subject to the same penalty as if he had no license. [*R. L., c. 65, § 25.*]

997. License not to defeat a prosecution. — No license to go about offering for sale or selling as aforesaid shall defeat or bar a prosecution against the person licensed, if it is proved that he exposed for sale any articles, except such as are permitted in section 15 [see paragraph 986], in a county, city or town in which he was not licensed to sell, or in which he had not paid the amount required; but no person so licensed shall be required to make payment to the treasurer of a county, city or town before he is prepared to trade therein. The license of a person convicted of a violation of any of the provisions of this chapter relating to hawkers and pedlers, except sections 15, 17, and 18 [see paragraphs 986, 437, and 449], shall be void. [*R. L., c. 65, § 26.*]

998. Counterfeiting of license. — Whoever counterfeits or forges a license, or has a counterfeited or forged license in his possession with intent to utter or use the same as true, knowing it to be false or counterfeit, and whoever attempts to sell under a license which has expired, or is forfeited, or which was not granted and has not been transferred to him, shall forfeit not more than one thousand dollars. [*R. L., c. 65, § 27.*]

999. Pedlers holding auctioneer's license. — No hawker or pedler, holding an auctioneer's license, shall sell or expose for sale by public auction any goods, wares or merchandise in any city or town other than that from whose authorities such license was obtained; nor in any place in such city or town, not expressly described in said license. [*R. L., c. 65, § 28.*]

1000. Violation of pedler's law. — Constables and police officers shall, within their respective towns and cities, arrest and prosecute every hawker and pedler whom they may have reason to believe guilty of violating the provisions of this chapter relating to hawkers and pedlars. [*R. L., c. 65, § 29.*]

ENGINEERS AND FIREMEN.

1001. Operators of steam boilers and engines to be licensed. — No person shall have charge of or operate a steam boiler or engine in this commonwealth, except boilers and engines upon locomotives, motor road vehicles, boilers and engines in private residences, boilers in apartment houses of less than five apartments, boilers and engines under the jurisdiction of the United States, boilers and engines used for agricultural purposes exclusively, boilers and engines of less than nine horse power, and boilers used for heating purposes exclusively which are provided with a device approved by the chief of the district police limiting the pressure carried to fifteen pounds to the square inch, unless he holds a license as hereinafter provided. The owner or user of a steam boiler or engine, other than boilers or engines above excepted, shall not operate or cause to be operated a steam boiler or engine for a period of more than one week, unless the person in charge of and operating it is duly licensed. [*R. L., c. 102, § 78, as last am. by Acts, 1914, c. 451.*]

1002. Prima facie evidence. — If such steam engine or boiler is found to be in charge of or operated by a person who is not a duly licensed engineer or fireman and, after a lapse of one week from such time, it is again found to be operated by a person who is not duly licensed, it shall be deemed prima facie evidence of a violation of the provisions of the preceding section. [*R. L., c. 102, § 79.*]

1003. Definition of certain words and phrases. — The words "have charge" or "in charge", in the two preceding sections, shall designate the person under whose supervision a boiler or engine is operated. The words "operate", "operated" or "operating", in the two preceding sections, shall designate the person who, under the supervision of the licensed person in charge, operates any appurtenances of a boiler or engine: *provided, however*, that to work with a licensed person there may be employed not more than one unlicensed person who, in the presence of and under the personal direction of the licensed person, may operate the appurtenances of a boiler or engine. [*R. L., c. 102, § 80, as am. by Acts, 1911, c. 562, § 2.*]

1004. Application for examination as engineer or fireman. — Whoever desires to act as engineer or fireman shall apply for a license therefor to the state inspector of boilers for the city or town in which he resides or is employed, upon blanks to be furnished by the boiler inspection department of the district police. The application shall be accompanied by a fee of one dollar, and shall show the total experience of the applicant. . . . [*R. L., c. 102, § 81, as last am. by Acts, 1911, c. 562, § 3.*]

1005. Applicant to make oath to statements in his application. — . . . The applicant shall make oath to the statements contained in his application, and the members of the boiler inspection department of the district police are hereby authorized to administer the oath. Wilful falsification in the matter of a statement contained in an application shall be deemed a sufficient cause for the revocation of the license at any time. . . . [*R. L., c. 102, § 81, as last am. by Acts, 1911, c. 562, § 3.*]

1006. To be given a practical examination. — . . . The applicant shall be

given a practical examination, and, if found competent and trustworthy, he shall receive a license graded according to the merits of his examination. . . . [R. L., c. 102, § 81, as last am. by Acts, 1911, c. 562, § 3.]

1007. Classes of licenses. — Licenses shall be granted according to the competence of the applicant and shall be distributed in the following classes: —

[a] Engineers' licenses: — 1st class, to have charge of and operate any steam plant. 2nd class, to have charge of and operate a boiler or boilers, and to have charge of and operate engines, no one of which shall exceed 150 horse power, or to operate a 1st class plant under the engineer in direct charge of the plant. 3rd class, to have charge of and operate a boiler or boilers not exceeding in the aggregate 150 horse power, and an engine not exceeding 50 horse power, or to operate a 2nd class plant under the engineer in direct charge of the plant. 4th class, to have charge of and operate hoisting and portable engines and boilers. Portable class, to have charge of or to operate portable boilers and portable engines, except hoisting engines or steam fire engines. Steam fire engineers' class, to have charge of or to operate steam fire engines and boilers.

[b] Firemen's licenses: — Extra 1st class, to have charge of and operate any boiler or boilers. 1st class, to have charge of and operate any boiler or boilers where the safety valve or valves are set to blow at a pressure not exceeding 25 pounds to the square inch, or to operate high pressure boilers under the engineer or fireman in direct charge thereof. 2nd class, to operate any boiler or boilers under the engineer or fireman in direct charge thereof. A person holding an extra 1st class or 1st class fireman's license may operate a 3rd class plant under the engineer in direct charge of the plant.

[c] Special licenses: — A person holding an engineer's or fireman's license, who desires to have charge of or to operate a particular steam plant, may, provided that he holds an engineer's or fireman's license and that he files with his application for such examination a written request signed by the owner or user of said plant, be examined as to his competence for such service and no other, and, if found competent and trustworthy, he shall be granted a license for such service and no other: *provided, however*, that no special license shall be granted to give any person charge of or permission to operate an engine of over 150 horse power. [R. L., c. 102, § 82, as last am. by Acts, 1913, c. 209.]

1008. Qualifications necessary for examination in the different classes. —

[a] *First class engineer.* — . . . To be eligible for examination for a 1st class engineer's license, a person must have been employed for not less than three years as a steam engineer in charge of a steam plant or plants having at least one engine of over 150 horse power, or he must have held and used a 2nd class engineer's license in a 2nd class or 1st class plant for not less than one and one half years.

[b] *Second class engineer.* — To be eligible for examination for a 2nd class engineer's license, a person must have been employed as a steam engineer in charge of a steam plant or plants having at least one engine of over 50 horse power for not less than two years, or he must have held and used a 3rd class engineer's license for not less than one year, or have held and used a special license to operate a 1st class plant for not less than two years; except that any person who has served three years as apprentice to the machinist or boiler making trade in stationary, marine or locomotive engine or boiler works, and who has been employed for one year in connection with the operation of a steam plant, or any person graduated as a mechanical engineer

from a duly recognized school of technology, who has been employed for one year in connection with the operation of a steam plant, shall be eligible for examination for a 2nd class engineer's license.

[c] *Third class engineer.* — To be eligible for examination for a 3rd class engineer's license, a person must have been employed as a steam engineer or fireman in charge of or operating boilers for not less than one and one half years, or he must have held and used a 1st class fireman's license for not less than one year.

[d] *First class fireman.* — To be eligible for examination for a 1st class fireman's license, a person must have been employed as a steam engineer or fireman in charge of or operating boilers for not less than one year, or he must have held and used a 2nd class fireman's license for not less than six months. . . . [R. L., c. 102, § 81, as last am. by Acts, 1911, c. 562, § 3.]

1009. Board of examiners. — An applicant for a 1st class or 2nd class engineer's license, or for a special license to operate a 1st class plant, or for a special license to have charge of a 2nd class plant, shall be examined by a board of three examiners, one of whom may be the chief inspector, and, if the applicant is employed, one member of said board shall be the state inspector of boilers for the city or town in which the applicant is employed, and the decision of said board shall be final. . . . [R. L., c. 102, § 81, as last am. by Acts, 1911, c. 562, § 3.]

1010. Applicant may have one person present during examination. — . . . The applicant shall have the privilege of having one person present during his examination, who shall take no part in the same, but who may take notes if he so desires. A period of ninety days shall elapse between examinations, except in the case of an appeal as hereinafter provided. . . . [R. L., c. 102, § 81, as last am. by Acts, 1911, c. 562, § 3.]

1011. Licenses to continue in force, until. — . . . A license shall continue in force until it is suspended or revoked for the incompetence or untrustworthiness of the licensee, except that a special license shall not continue in force after the holder thereof ceases to be employed in the plant specified in the license. . . . [R. L., c. 102, § 81, as last am. by Acts, 1911, c. 562, § 3.]

1012. When license is suspended or revoked. — . . . A person whose license is suspended or revoked shall surrender his license to a member of the boiler inspection department. If a new license of a different grade is issued, the old license shall be destroyed by the examiner. If a license is lost, or is destroyed by fire or other means, a new license shall be issued in its place, without re-examination of the licensee, upon satisfactory proof of such loss or destruction to an examiner. [R. L., c. 102, § 81, as last am. by Acts, 1911, c. 562, § 3.]

1013. Licenses shall be conspicuously displayed in engine or boiler rooms. — An engineer's or fireman's license, granted under the provisions of the . . . preceding sections [relating to the licensing of engineers and firemen] or the corresponding provisions of earlier laws, shall be placed so as to be easily read in a conspicuous place in the engine room or boiler room of the plant operated by the holder of such license. . . . [R. L., c. 102, § 85, as last am. by Acts, 1911, c. 562, § 7.]

1014. Applicants may appeal from action of examiners. — A person who is aggrieved by the action of an examiner in refusing, suspending or revoking a license, may appeal therefrom to the chief inspector of the boiler inspection department, who shall appoint three members of the boiler inspection department to act together as a board of appeal, one of whom may be said chief inspector. If an appeal is taken, it

must be within one week after the decision of the examiner. The appellant shall have the privilege of having one person present during the hearing of his appeal, who shall take no part in the same but who may take notes if he so desires. The decision of the majority of the said examiners, acting as a board of appeal, shall be final. [*R. L., c. 102, § 84, as last am. by Acts, 1911, c. 562, § 6.*]

1015. Licenses in effect on January 1, 1912. — This act shall take effect on Jan. 1, 1912, and a license in force on Jan. 1, 1912 shall continue in force until it is suspended or revoked for the incompetence or untrustworthiness of the licensee, except that a special license shall not continue in force after the holder thereof ceases to be employed on the plant specified in the license. A license in force on Jan. 1, 1912, may be exchanged for a license of the same class under this act at any time thereafter, on application to the boiler inspection department of the district police, upon forms to be furnished by said department. The applicant shall make oath to the statements contained in the said application, and the members of the boiler inspection department of the district police are hereby authorized to administer the oath. [*Acts, 1911, c. 562, § 8.*]

1016. Boiler inspection department to enforce act. — The boiler inspection department of the district police shall act as examiners and enforce the provisions of the . . . preceding sections [relating to the licensing of engineers and firemen] and whoever violates any of the provisions of said sections shall be punished by a fine of not less than ten nor more than three hundred dollars or by imprisonment for not more than three months. A trial justice shall have jurisdiction of complaints for violations of the provisions of the [above] sections, and in such cases, may impose a fine of not more than fifty dollars. All members of the boiler inspection department of the district police shall have authority in the pursuance of their duty to enter any premises on which a boiler or engine is situated, and any person who hinders or prevents or attempts to prevent any state boiler inspector from so entering shall be liable to the penalty as specified in this section. [*R. L., c. 102, § 86 as am. by Acts, 1905, c. 310, § 3.*]

HOISTING MACHINE OPERATORS (OTHER THAN STEAM.)

1017. Operators of certain hoisting machinery must be licensed. — No person shall operate derricks, cableways, machinery used for discharging cargoes, temporary elevator cars used on excavation work or used for hoisting building material, when the motive power to operate such machinery is mechanical and other than steam, unless he holds a license as . . . provided [in paragraph 1019]. The owner or user of hoisting machinery specified in this section shall not operate, or cause to be operated, such machinery for a period of more than one week, unless the person operating it is duly licensed. [*Acts, 1911, c. 656, § 1.*]

1018. Operation of such machinery without license forbidden. — The owner of hoisting machinery specified in this act shall not operate or cause to be operated according to the provisions of this act such hoisting machinery for a period of more than one week, unless the person in charge of and operating such hoisting machinery is duly licensed. [*Acts, 1911, c. 656, § 2.*]

1019. State inspectors of boilers to license operators of hoisting machinery. — Whoever desires to act as operator of hoisting machinery, as specified in section 1 of this act [see paragraph 1017], shall apply for a license therefor to the

state inspector of boilers for the city or town in which he resides or is employed, upon blanks to be furnished by the boiler inspection department of the district police. The application shall be accompanied by a fee of one dollar, and shall show the total experience of the applicant in operating hoisting machinery. The applicant shall make oath to the statements contained in his application, and the members of the boiler inspection department of the district police are hereby authorized to administer said oath. Wilful falsification in the matter of statements contained in an application shall be deemed sufficient cause for the revocation of said license at any time. The applicant shall be given a practical examination by a member of the boiler inspection department of the district police, and, if found competent and trustworthy, he shall receive a license to operate hoisting machinery, as specified in section 1 of this act. The applicant shall have the privilege of having one person present during his examination, who shall take no part in the same, but who may take notes if he so desires. A period of ninety days shall elapse between examinations, except in the case of an appeal as hereinafter provided. A license shall continue in force until it is suspended or revoked for the incompetence or untrustworthiness of the licensee. If a license is lost, or is destroyed by fire or other means, a new license shall be issued in its place, without re-examination of the licensee, upon satisfactory proof to an examiner of such loss or destruction. [*Acts, 1911, c. 656, § 3.*]

1020. Appeal. — A person who is aggrieved by the action of an examiner in refusing, suspending or revoking a license, may appeal therefrom to the chief inspector of the boiler inspection department of the district police, who shall appoint three members of the boiler inspection department to act together as a board of appeal, one of whom may be said chief inspector. If appeal is taken, it must be within one week after the decision of the examiner. The appellant shall have the privilege of having one person present during the hearing of his appeal, who shall take no part in the same, but who may take notes if he so desires. The decision of the majority of such examiners, acting as a board of appeal, shall be final. [*Acts, 1911, c. 656, § 4.*]

1021. License to be carried on the person of the holder. — An operator's license, granted under the provisions of this act, shall be carried on the person of the holder thereof when operating hoisting machinery as specified in section one of this act. [*Acts, 1911, c. 656, § 5.*]

1022. Examiners. — The boiler inspection department of the district police shall act as examiners and enforce the provisions of this act; and whoever violates any of the provisions of this act shall be punished by a fine of not less than ten nor more than three hundred dollars, or by imprisonment for not more than three months. A trial justice shall have jurisdiction of complaints for violations of the provisions of this act, and in such cases may impose a fine of not more than fifty dollars. All members of the boiler inspection department of the district police shall have authority, in the pursuance of their duty, to enter any premises having thereon hoisting machinery, as specified in section one of this act; and any person who hinders or prevents, or attempts to prevent, any state boiler inspector from so entering, shall be liable to the penalty specified in this section. [*Acts, 1911, c. 656, § 6.*]

PLUMBERS.

1023. License required for persons engaged in the business of plumbing. — No person, firm or corporation shall engage in or work at the business of plumbing, either as a master or employing plumber or as a journeyman plumber, unless he or it

has received a license or certificate therefor in accordance with the provisions of [R. L., c. 103, and amendments thereto.] . . . [R. L., c. 103, § 1.]

1024. Persons not licensed forbidden to do plumbing. — . . . No person shall do any work in plumbing which is subject to inspection, unless he has been registered or licensed as a journeyman plumber in accordance with the provisions of [the above act], and his certificate or license shall be exhibited whenever required by the inspector of plumbing. . . . [Acts, 1909, c. 536, § 4.]

1025. Certificates or licenses to be displayed. — . . . Every master plumber's certificate or license shall at all times be displayed conspicuously within his place of business. [Acts, 1909, c. 536, § 4.]

1026. Penalty for unlawfully engaging in business as plumber. — Every person engaging in the business of plumbing as a master plumber, or working at the business of plumbing as a journeyman plumber, not having been registered or licensed as herein provided; and every person engaging in or working at the business of plumbing in a city or town where he has been forbidden so to do under the provisions of section four [Acts, 1909, c. 536]; and every person engaged in the business of plumbing as a master plumber or employing plumber who engages or employs any person to work as a journeyman plumber who has not been registered or licensed as provided by [the above] act; and every person violating any provision of [the above] act or any rule or regulation made hereunder, shall be punished by a fine not exceeding fifty dollars for each offence. [Acts, 1909, c. 536, § 10, as am. by Acts, 1914, c. 287.]

1027. Application for examination as plumber. — Any person who, not having been engaged in or working at the business of plumbing prior to July 10, 1893, desires to engage in or work at said business, either as a master or employing plumber or as a journeyman plumber, shall apply to the [state examiners of plumbers, Acts, 1909, c. 536, §§ 2, 11] and shall, at a time and place designated by the [examiners] be examined as to his qualifications for such business. A license, or the certificate of a plumber registered prior to Sept. 1, 1894, issued to one member of the firm or the manager of the corporation shall satisfy the requirements of this chapter. [R. L., c. 103, § 2.]

1028. Certain words defined. — [a] The words "master or employing plumber," as used in R. L., c. 103, shall be deemed to mean a plumber having a regular place of business and who himself, or by journeymen plumbers in his employ, performs plumbing work. [Acts, 1909, c. 536, § 9.]

[b] The word "corporation," as used in said chapter 103, shall be deemed to mean a corporation formed for the purpose of engaging in the business of plumbing. [Acts, 1909, c. 536, § 9.]

[c] The words "practical plumber," as used in [R. L., c. 103], shall mean a person who has learned the business of plumbing by working for at least two years as an apprentice or under a verbal agreement for instruction, and who has then worked for at least one year as a first class journeyman plumber. [R. L., c. 103, § 1.]

[d] The word "journeyman," as used in [the above] chapter, shall mean a person who himself does any work in plumbing which is by law, ordinance, by-law, rule or regulation subject to inspection. [R. L., c. 103, § 1.]

1029. State examiners of plumbers, appointment of. — . . . The state board of health shall appoint three examiners of plumbers. The first shall be a practical plumber of at least five years' continuous practical experience. The second shall be a sanitary expert, and the third shall have such qualifications as may be required

by the state board of health. The three persons so appointed shall be known as the state examiners of plumbers, and their terms of office shall be as follows: the first examiner shall be appointed for a term of three years; the second examiner for a term of two years; the third examiner for a term of one year; and all subsequent appointments, except the filling of vacancies shall be for terms of three years each. Appointments to fill vacancies shall be for the unexpired terms. The first examiner shall act as clerk. . . . [*Acts, 1909, c. 536, § 1.*]

1030. Compensation. — . . . The compensation of the first examiner shall be two thousand dollars per annum, or such other sum as may be fixed by the state board of health, subject to the approval of the governor and council. The compensation of each of the other examiners shall not exceed five dollars a day for every day of actual service, nor more than three hundred and fifty dollars in any one year. . . . [*Acts, 1909, c. 536, § 1.*]

1031. Expenses of examiners. — The compensation of the state examiners of plumbers, together with the travelling and other necessary expenses of the clerk and the travelling and other necessary expenses of the other two state examiners to an amount not exceeding in the aggregate five hundred dollars annually for such expenses of said other two state examiners, shall, when approved by the chairman of the state board of health and by the governor and council, be paid from the treasury of the commonwealth. [*Acts, 1909, c. 536, § 1, as am. by Acts, 1910, c. 597, § 1.*]

1032. State examiners may make rules. — The state examiners of plumbers may make such rules as they deem necessary for the proper performance of their duties, which rules shall take effect when approved by the state board of health. They shall examine, in the manner prescribed by R. L., c. 103, § 4 [see following paragraph], all persons desiring to engage in the business of plumbing as master plumbers, or to work at the business of plumbing as journeymen plumbers. . . . [*Acts, 1909, c. 536, § 2.*]

1033. Nature of examination. — . . . The board shall examine each applicant as to his practical knowledge of plumbing, house drainage and plumbing ventilation, shall subject him to a satisfactory practical test and if satisfied of his competence shall so certify to the board of health or inspector of buildings who shall . . . issue to him a license authorizing him to engage in or work at the business of plumbing, either as a master or employing plumber or as a journeyman plumber. . . . [*R. L., c. 103, § 4.*]

1034. Notice to be given of the time and place of examinations. — . . . They shall hold frequent examinations in the city of Boston. They shall also, twice in each year, hold examinations at five other convenient points within the commonwealth. Public notice shall be given of all examinations. Application for examination shall be made in the handwriting of the applicant, and he shall be notified by the state examiners of plumbers as to the time and place of examination. . . . [*Acts, 1909, c. 536, § 2.*]

1035. Certificates and licenses to be valid. — Certificates and licenses issued by the state examiners of plumbers shall be valid and have effect throughout the commonwealth. . . . [*Acts, 1909, c. 536, § 4.*]

1036. Lists of plumbers granted licenses or certificates. — . . . The said examiners shall from time to time forward to the board of health of each city and town, or to the inspector of buildings of each city and town in which the inspector of buildings has control of the enforcement of the regulations relative to plumbing,

a list of the names and addresses of all persons within such city or town who have been granted plumbers' licenses or certificates. . . . [*Acts, 1909, c. 536, § 4.*]

1037. Fees. — . . . The fees for registration, and for the license of a master plumber, shall be two dollars each. The fees for examination, and for renewals shall be fifty cents each. The fees for the registration and for the license of a journeyman plumber shall be fifty cents each. Fees received by the said examiners shall be paid monthly by their clerk into the treasury of the commonwealth. . . . [*Acts, 1909, c. 536, § 3.*]

1038. Certain persons may be licensed without examination. — . . . Persons who have worked as journeymen plumbers, and who are registered as master plumbers under the provisions of Acts, 1894, c. 455, shall be granted certificates of registration as journeymen plumbers; and persons who have passed the examination for, and who hold master plumbers' licenses, shall without further examination be granted journeymen plumbers' licenses by the state examiners of plumbers. . . . [*Acts, 1909, c. 536, § 3.*]

1039. Term of license. — . . . Licenses shall be issued for the term of one year, and shall be renewable on or before the first day of May in each year upon the payment of the required fee. . . . [*Acts, 1909, c. 536, § 4.*]

1040. Probationary licenses. — . . . The state examiners of plumbers may, without the payment of any fee therefor, issue a probationary license, good for a term of six months, to one who, having worked either as an apprentice, or under a verbal agreement for instruction, for not less than three years, presents an application therefor, bearing a written indorsement signed by his employer in which the employer agrees to be responsible for all work done under the license and to have the apprentice present himself for examination as a journeyman plumber at the expiration of the term for which the license was issued. [*Acts, 1909, c. 536, § 2.*]

1041. Certificates of registration. — Certificates of registration in accordance with the provisions of R. L., c. 103 and of Acts, 1909, c. 536, shall be issued to all persons who registered in accordance with, and to whom certificates were issued under, the provisions of either of said chapters, or under the provisions of Acts, 1894, c. 455: *provided*, that such persons, after receipt of actual notice of the provisions of this act by registered mail or otherwise, shall register anew with the state examiners of plumbers within sixty days after the receipt of such notice. [*Acts, 1912, c. 518, § 1.*]

1042. State examiners may revoke license. — . . . The said [state] examiners [of plumbers] may, after notice and a hearing, revoke the license of any person who, after having been convicted of a like offence, has violated any regulation relative to plumbing. If the holder of a certificate of registration or a license has, in the opinion of a board of health of a city or town or of the inspector of buildings of a city or town in which such inspector has control of the enforcement of the regulations relative to plumbing, violated any statute, ordinance, by-law, rule or regulation relative to plumbing, the board of health or the inspector of buildings, if said inspector has control of the enforcement of regulations relative to plumbing, of the city or town where such violation is deemed to have been committed, may request the state examiners of plumbers to forbid such holder to engage in the business of plumbing as a master plumber, or to work at the business of plumbing as a journeyman plumber within such city or town, for a term not exceeding thirty days. After notice and after hearing both parties, the state examiners of plumbers shall serve notice of their decision on each of the parties interested. . . . [*Acts, 1909, c. 536, § 4.*]

1043. Licensed plumbers to register with local board of health. — . . . Each holder of a master plumber's certificate or of a license shall register his name and business address with the board of health of the city or town where the holder thereof desires to engage in the business of plumbing as a master plumber; except that in a city or town where the inspector of buildings has control of the enforcement of the regulations relative to plumbing, such holder shall register his name and address with the inspector of buildings. . . . [*Acts, 1909, c. 536, § 4.*]

1044. Report of examiners. — . . . The report of the state examiners of plumbers shall be a part of the annual report of the state board of health. [*Acts, 1909, c. 536, § 3.*]

1045. Acceptance by cities and towns. — Cities and towns that have continued to operate under the provisions of Acts, 1893, c. 477 or of acts in amendment thereof [concerning the licensing of plumbers], shall be deemed to have accepted the provisions of R. L., c. 103. [*Acts, 1909, c. 536, § 8.*]

MOTION PICTURE MACHINE OPERATORS.

1046. Operators of cinematograph or similar apparatus to be licensed. — Except as provided for in section 6 [see paragraph 1054] of this act, no person shall exhibit or operate any cinematograph or similar apparatus involving the use of a combustible film more than 10 inches in length, in or upon any of the premises defined in section 1 [see paragraph 1059] of this act, until he has received a special or 1st class license so to do from an inspector of the building inspection department of the district police. . . . [*Acts, 1914, c. 791, § 4.*]

1047. Age of operators. — . . . No such license shall be granted until the applicant has passed an examination proving him to be thoroughly skilled in the working of the mechanical and electrical apparatus or devices used in or connected with, the operation of a cinematograph or similar apparatus, as hereinbefore defined, and no person under 21 years of age shall be eligible for such examination. . . . [*Acts, 1914, c. 791, § 4.*]

1048. Fee for examination as operator. — . . . The fee for the examination shall be three dollars and shall accompany the application for license. The 1st class license shall be for the term of 1 year from the date thereof, but may be renewed yearly without examination, by an inspector of the building inspection department of the district police, upon the payment of a fee of one dollar. [*Acts, 1914, c. 791, § 4.*]

1049. Persons eligible for examination for first-class license. — Any person who has operated a cinematograph or similar apparatus under a license issued by the district police under any preceding act and any person over 21 years of age who presents to the chief of the district police an affidavit signed and sworn to by him stating that he has operated a cinematograph or similar apparatus in a booth or enclosure, in a theatre or hall devoted to public exhibitions of moving pictures outside the commonwealth for a period of 3 months or more shall be eligible for the examination for a special or a 1st class license as provided in sections 4 [see paragraphs 1046 to 1048] and 10 [see paragraph 1052] of this act. [*Acts, 1914, c. 791, § 8.*]

1050. Second class operators may be given a first class license. — Any person over 21 years of age who has held a 2nd class license for 3 months or more and has worked regularly during that period in a booth or enclosure in or upon any of

the premises defined in section 1 of this act, may receive a license of the 1st class upon presenting to the chief of the district police an affidavit signed and sworn to by him stating that he has so worked for the said period and upon passing the examination and payment of the fee as provided for in [paragraphs 1047 and 1048.] [*Acts, 1914, c. 791, § 7.*]

1051. Application of first-class license. — A first-class license shall apply only to the operation of a hand-driven cinematograph or similar apparatus. [*Acts, 1914, c. 791, § 9.*]

1052. Special licenses. — The holder of a 1st class license as defined in this act, or any person designated in section 8 [see paragraph 1049] of this act who passes an examination satisfactory to the district police, may be granted a special license to operate by hand or by motor any cinematograph or similar apparatus which has been inspected and tagged by the district police. The fee for the examination shall be three dollars and shall accompany the application for a license. The license shall be for the term of 1 year from the date thereof, but may be renewed yearly by an inspector of the building inspection department of the district police upon the payment of a fee of one dollar. [*Acts, 1914, c. 791, § 10.*]

1053. Special licenses for churches, schoolhouses, etc. — Notwithstanding any of the provisions of [*Acts, 1914, c. 791*], the chief of the district police may grant special licenses for operators of moving pictures in churches, schoolhouses, or public institutions in the cities and towns of the commonwealth, except Boston, which, in his opinion, are in safe condition for said exhibitions, and he may prescribe regulations for the proper conduct of the same. A fee of two dollars shall accompany each application for such special license. [*Acts, 1914, c. 791, § 17.*]

1054. Second class licenses. — A 2nd class license giving the right to operate a hand-driven cinematograph or similar apparatus, but only in the presence of a holder of a special or 1st class license, may be granted to any person who is not less than 20 years of age and who has been employed for 3 months as an assistant under the supervision of a licensee or licensees in or upon any of the premises defined in section 1 [see paragraph 1059] of this act. The applicant, as a condition of receiving the said 2nd class license, shall pass an examination satisfactory to an inspector of the building inspection department of the district police, and shall present to the chief of the district police an affidavit signed and sworn to by him, stating that he has so worked for said period. The chief of the district police may require that the affidavit be corroborated. The fee for the examination shall be two dollars and shall accompany the application for license. The license shall be for the term of 1 year from the date thereof, but may be renewed yearly by an inspector of the building inspection department of the district police upon the payment of a fee of fifty cents. [*Acts, 1914, c. 791, § 6.*]

1055. Assistant operators. — Any person 18 years of age or over, desiring to act as an assistant to a holder of a special or 1st class license, shall register his name, age and address on a form furnished for the purpose by the chief of the district police; and, upon the payment of a fee of one dollar, the said chief may issue a permit allowing such person to assist such a licensed operator in a booth or enclosure; but such person shall not himself operate the cinematograph or similar apparatus. The permit shall be for the term of 1 year from the date thereof, but may be renewed yearly by the chief of the district police, upon the payment of a fee of fifty cents. [*Acts, 1914, c. 791, § 5.*]

1056. Act not to apply to special licenses, etc. — This act shall not apply to licenses or special licenses to operate cinematographs or similar apparatus issued by the district police and now in force, but upon the expiration of any such licenses the holder of a special license shall be entitled to a special license under this act upon the payment of the renewal fee as provided for in section 10 [see paragraph 1052], and the holder of a license shall be entitled to a 1st class license under this act upon the payment of the renewal fee as provided in section 4 of this act. [*Acts, 1914, c. 791, § 14.*]

1057. Operation of cinematographs, etc., in armories, etc. — An officer or enlisted man of the volunteer militia who has been duly licensed in accordance with [*Acts, 1914, c. 791*], may, in any armory or other place permanently occupied by the commonwealth for military purposes, operate any cinematograph or similar apparatus which is owned or controlled by the commonwealth, without obtaining the special license required by [*Acts, 1914, c. 791, § 12, see paragraph 1062*] or by *Acts, 1913, c. 280: provided, however*, that all other laws of the commonwealth and the regulations of the district police relating to the use of the cinematograph or similar apparatus shall be complied with. [*Acts, 1914, c. 196, § 1.*]

1058. Operator's license may be revoked. — An operator's license or an assistant's permit issued under this act may be suspended or revoked for cause, at any time by an inspector of the building inspection department of the district police, but the person whose license or permit is so suspended or revoked may appeal to the chief of the district police, whose decision in the matter shall be final. [*Acts, 1914, c. 791, § 11.*]

1059. Relating to the operation of the cinematograph. — No cinematograph, or similar apparatus, involving the use of a combustible film more than 10 inches in length, shall be kept or used for the purpose of exhibiting such films in or upon the premises of a public building, public or private institution, schoolhouse, church, theatre, special hall, public hall, miscellaneous hall, place of assemblage, or place of public resort, until such cinematograph or similar apparatus has been inspected and approved by an inspector of the building inspection department of the district police, who shall have placed thereon a numbered metal tag; nor until a booth, or enclosure, which has been inspected and approved by such an inspector and his certificate issued therefor, has been provided for said apparatus; nor until such precautions against fire as the chief of the district police may specify have been taken by the owner, user or exhibitor therefor: *provided, however*, that no such cinematograph or similar apparatus shall be operated with oxyhydrogen gas, so-called, or with limelight. In addition, in the city of Boston, the location of any booth or enclosure surrounding said apparatus, shall be approved by the building commissioner, who may order such additional precautions against fire as he may deem necessary. [*Acts, 1914, c. 791, § 1.*]

1060. Inspection of cinematograph, or similar apparatus. — The inspectors of the building inspection department of the district police are hereby empowered and directed to inspect any cinematograph or similar apparatus involving the use of a combustible film more than 10 inches in length, which is to be kept or used in or upon any of the premises defined in section 1 [see paragraph 1059] of this act; and also to inspect any booth or enclosure provided for the same; and the chief of the district police shall make such rules and regulations as he may deem necessary for the safe use thereof. [*Acts, 1914, c. 791, § 2.*]

1061. Fee for inspection. — For the inspection of a cinematograph or similar

apparatus, or for the inspection of a booth or enclosure, as provided by section 1 [see paragraph 1059] of this act, a fee of two dollars shall be paid by the owner or user thereof. [*Acts, 1914, c. 791, § 3.*]

1062. Chief of district police may grant permits, etc. — Except in the city of Boston, the chief of the district police may grant permits for the special exhibition of pictures by the use of a cinematograph or similar apparatus in or upon any of the premises defined in section 1 [see paragraph 1059] of this act, which, in his opinion, are in safe condition for such exhibitions, and he may prescribe such regulations as he may deem necessary for the presentation of the same. A fee of two dollars shall accompany the application for each permit. [*Acts, 1914, c. 791, § 12.*]

1063. Application of certain sections of act. — The provisions of sections 1 to 5, inclusive, of [*Acts, 1914, c. 791*] shall not apply to any cinematograph or similar apparatus operated with only cellulose acetate films not more than one inch and one fourth in width and requiring not more than 500 watts of electric current to operate the arc: *provided, however*, that such machines shall not be kept or used in or upon any of the premises defined in section 1 of this act except under such regulations as the chief of the district police shall prescribe. [*Acts, 1914, c. 791, § 13.*]

1064. Penalty. — Any person, firm, corporation or association of persons, keeping or using a cinematograph or similar apparatus contrary to the provisions hereof, or in violation of any rule or regulation made by the chief of the district police, or, in the city of Boston, in violation of any regulation or requirement made by the building commissioner in accordance with the provisions hereof, shall be punished by a fine of not less than fifty nor more than five hundred dollars. [*Acts, 1914, c. 791, § 15.*]

CHAUFFEURS.

(For complete legislation, rules, and regulations governing the licensing of chauffeurs and the operation of motor vehicles, see manuals issued by the Massachusetts Highway Commission.)

1065. Licensing of chauffeurs.¹ — No person shall operate a motor vehicle upon any way in this commonwealth unless licensed under the provisions of this act, except as is otherwise herein provided; but the provisions of this section shall not prevent the operation of motor vehicles by unlicensed persons if riding with or accompanied by a licensed chauffeur or operator, excepting only persons who have been licensed and whose licenses are not in force because of revocation or suspension, and persons less than sixteen years of age; but such licensed chauffeur or operator shall be liable for the violation of any provision of this act or of any regulation made in accordance herewith committed by such unlicensed operator: *provided, however*, that the examiners of chauffeurs and operators, in the employ of the commission, when engaged in their official duty, shall not be liable for the acts of any person who is being examined. . . . [*Acts, 1909, c. 534, § 10, as last am. by Acts, 1914, c. 204, § 3.*]

1066. Motor vehicles not to be operated except by licensed person. — No person shall employ for hire as a chauffeur or operator of a motor vehicle any person not specially licensed as aforesaid. No person shall allow a motor vehicle owned by him or under his control to be operated by any person who has no legal right to do so, or in violation of the provisions of this act. [*Acts, 1909, c. 534, § 12, as am. by Acts, 1911, c. 37.*]

¹ A chauffeur licensed in a state other than Massachusetts may, under conditions prescribed, operate in this state a motor vehicle owned by a non-resident.

1067. Examination for chauffeur's license. — Application to operate automobiles may be made, by mail or otherwise, to the commission or its duly authorized agent upon blanks prepared under its authority. The fees provided in section 29 shall be deposited with the application. Before such a license is granted the applicant shall pass such examination as to his qualifications as the commission shall require, and no license shall be issued until the commission or its authorized agent is satisfied that the applicant is a proper person to receive it. No operator's license shall be issued to any person under sixteen years of age. To each person shall be assigned some distinguishing number or mark, and the licenses issued shall be in such form as the commission shall determine; they may contain special restrictions and limitations concerning the type of motor power, horse power, design and other features of the automobiles which the licensee may operate; they shall contain the distinguishing number or mark assigned to the licensee, his name, place of residence and address, and a brief description of the licensee for the purposes of identification; and such other information as the commission shall deem necessary. A person to whom a license to operate automobiles has been issued, unless such license contains a special limitation or restriction, may operate any registered motor cycle. Special licenses shall be issued to chauffeurs, but no such license shall be issued to any person less than eighteen years of age. Every person licensed to operate automobiles as aforesaid shall endorse his usual signature on the margin of the license, in the space provided for the purpose, immediately upon the receipt of said license, and such license shall not be valid until so endorsed. . . . [*Acts, 1909, c. 534, § 8, as am. by Acts, 1910, c. 605, § 3.*]

1068. License to be carried by chauffeur. — Every person operating an automobile shall have the certificate of registration for the vehicle and his license to operate upon his person or in the vehicle in some easily accessible place, except that the certificates of registration of dealers need not so be carried. Every person operating a motor cycle shall have the certificate of registration for such vehicle upon his person. If for any reason the commission or its agents are unable to issue promptly to an applicant the certificate of registration or the license applied for they may issue a receipt for the fee or fees paid, and said receipt shall be carried in lieu of the certificate or license as the case may be, and for the period of thirty days from the date of its issue said receipt shall have the same force and effect given to the certificate or license by the provisions of this act. [*Acts, 1909, c. 534, § 11.*]

1069. Fees. — The commission or its authorized agents shall collect fees as follows:

• • • • •
For every original operator's or chauffeur's license to operate automobiles, two dollars.

For every renewal of any operator's or chauffeur's license to operate automobiles, fifty cents.

For every examination given to an applicant for a license or for the renewal of a license to operate motor vehicles, two dollars.

For every additional copy of a certificate of registration or license, fifty cents.

• • • • •
[*Acts, 1909, c. 534, § 29, as am. by Acts, 1914, c. 695.*]

1070. Certain words defined. — Terms used in this chapter shall be construed as follows, unless a different meaning is clearly apparent from the language or context, or unless such construction is inconsistent with the manifest intention of the legislature: —

“Automobile” shall include all motor vehicles except motor cycles.

“Chauffeur” shall mean any person who operates a motor vehicle other than his own and who directly or indirectly receives pay or any compensation whatsoever for any work or services in connection with motor vehicles, except only manufacturers, agents, proprietors of garages and dealers, who do not operate for hire. An employee of a manufacturer or a dealer whose principal occupation is that of a salesman may at the discretion of the commission be exempted from this definition and be designated as an operator.

“Commission” shall mean the Massachusetts highway commission.

“Motor vehicle” shall include automobiles, motor cycles and all other vehicles propelled by power other than muscular power, except railroad and railway cars and motor vehicles running only upon rails or tracks, ambulances, fire engines and apparatus, police patrol wagons and other vehicles used by the police department of any city or town or park board solely for the official business of such department or board, road rollers and street sprinklers.

[Acts, 1909, c. 534, § 1.]

GAS FITTERS IN THE CITY OF BOSTON.

1071. Gas fitters to be licensed. — No person, firm or corporation shall engage in or work at the business of gas fitting in the city of Boston . . . either as employer or as a journeyman, unless such person, firm or corporation has received a license therefor in accordance with the provisions of this act. The word “journeyman”, as used in this act, shall be deemed to mean one who personally does any gas fitting or any work in connection therewith which would be subject to inspection under the provisions of this act. [Acts, 1897, c. 265, § 1.]

1072. License number to be displayed. — Every licensed gas fitter shall display his license number conspicuously at his place of business. [Acts, 1897, c. 265, § 6.]

1073. Application for examination as gas fitter. — Every person, firm or corporation desiring to engage in the business of gas fitting in the city of Boston shall make application therefor to the building commissioner, and shall, at such time and place as may be designated by the board of examiners hereinafter provided for, to whom such application shall be referred, be examined as to his qualifications for such business. [Acts, 1897, c. 265, § 2.]

1074. Board of examiners. — The board of examiners shall consist of the building commissioner, the chairman of the board of health, who shall be ex officio members of said board and serve without compensation, and a third member, to be chosen by the board of health, who shall be a practical gas fitter of at least 5 years' continued practical experience during the years next preceding the date of appointment. Said third member shall be chosen within 30 days after the passage of this act, for a term

ending on May 1, 1898, and thereafter annually; and he shall be allowed a sum not exceeding five dollars for each day of actual service, to be paid from the treasury of the city of Boston. [*Acts, 1897, c. 265, § 3.*]

1075. Nature of examination. — Said board of examiners shall . . . designate the time and places for the examination of all applicants desiring to engage in or work at the business of gas fitting in the city of Boston. Said board shall examine said applicants as to their practical knowledge of gas fitting, shall submit the applicant to some satisfactory form of practical test, and, if satisfied of the competency of the applicant, shall so certify to the building commissioner, who shall thereupon issue a license to such applicant, authorizing him to engage in or work at the business of gas fitting, first requiring him to register in the office of the said building commissioner his name, place of business or residence, license number, date of examination, and in what capacity licensed. In case of a firm or corporation, the examination of one member of the firm, or of the manager of the corporation shall satisfy the requirements of this act. The fee for the license of any employing gas fitter shall be two dollars, and for a journeyman, fifty cents; and said license shall continue in force until revoked or cancelled, but shall not be transferable. [*Acts, 1897, c. 265, § 4.*]

1076. Gas fitters before performing any work must make application. — . . . Every licensed gas fitter desiring to perform any work relating to piping or fitting a building for gas, or to repair gas piping or fittings, or to place fixtures therein, shall file an application therefor at the office of the building commissioner, giving the correct location, name and address of the owner, the intended use and material of the building, and a full and complete statement of the work proposed and material to be used, and shall, if required by said building commissioner, furnish a plan thereof, which shall be subject to his approval. All materials used and work performed under the provisions of this section shall be subject to such regulations as shall be made by the board of health and the building commissioner. [*Acts, 1897, c. 265, § 7.*]

1077. Inspectors of gas fitting, appointment, qualifications, etc. — The building commissioner shall appoint . . . such a number of inspectors of gas fitting as the board of examiners may from time to time determine. Said inspectors shall be practical gas fitters of at least 5 years' continued practical experience, and shall, before appointment, be subject to an examination before the civil service commissioners. The compensation of said inspectors shall be determined by the building commissioner, subject to the approval of the mayor; and such inspectors shall hold office until removed by said commissioner, with the approval of the mayor, for malfeasance, incapacity or neglect of duty. Said inspectors shall inspect all new work relating to gas fitting in new and in old buildings, the connections and use of such work, and shall report all violations of this act or of any act or ordinance relating thereto, which now exists or may be hereafter enacted or ordained; and they shall also perform such other appropriate duties as may be required by the building commissioner. [*Acts, 1897, c. 265, § 5.*]

1078. Penalties. — Any person violating any of the provisions of this act shall be deemed guilty of a misdemeanor, and shall be subject to a fine of not exceeding one hundred dollars for each offence, and if such person has received a license under this act his license may be revoked by the building commissioner. [*Acts, 1897, c. 265, § 11.*]

ELEVATOR OPERATORS.

(See also pages 23 and 53.)

1079. Board of elevator regulations,¹ duties of. — . . . The . . . board shall frame regulations relating to the construction, installation, alteration and operation of all elevators, now installed or to be installed, and relative to the location, design and construction of shafts or enclosures for elevators, safety devices, gates and other safeguards, protection against the elevator or hoisting machinery, and means to prevent the spread of fire, and also such regulations as will make uniform the work of the inspectors of the building inspection department of the district police and of inspectors of buildings throughout the commonwealth. [*Acts, 1913, c. 806, § 6.*]

1080. District police to enforce elevator regulations. — . . . It shall be the duty of the inspectors of the building inspection department of the district police and the department of buildings or inspectors of buildings of cities and towns to see that the said regulations are complied with. [*Acts, 1913, c. 806, § 7.*]

1081. Operation of passenger elevators in Boston regulated. — It shall be unlawful for any person to be employed in running an elevator in the city of Boston for the transportation of passengers, except in private houses and apartment houses, unless the person so employed is licensed as hereinafter provided. [*Acts, 1913, c. 714, § 1.*]

1082. Granting of licenses, etc. — Any person desiring to operate an elevator in the city of Boston for the transportation of passengers, and any person now so employed and desiring to continue such employment, shall make written application to the building commissioner of said city. The applicant shall state in his application his name, age and residence, and the application shall be accompanied by the written recommendation of a citizen of the commonwealth stating that he has known the applicant for a period of not less than six months, and that the applicant is a person of good moral character. . . . [*Acts, 1913, c. 714, § 2.*]

1083. Building commissioner to examine applicant. — . . . The said building commissioner shall make such examination of the applicant as he deems necessary, and if the applicant is found to be of good moral character and competent to operate an elevator, he shall receive a license without payment of a license fee. All licenses shall expire on the last day of the year in which they are granted. No license shall be granted to a person under eighteen years of age. [*Acts, 1913, c. 714, § 2.*]

1084. Penalties. — Whoever not being licensed as aforesaid, or being under eighteen years of age, operates in the city of Boston an elevator for the transportation of passengers, and whoever employs a person who is under eighteen years of age, or who is not licensed as aforesaid, to operate an elevator in said city for the transportation of passengers shall be punished by a fine of not less than ten nor more than five hundred dollars. [*Acts, 1913, c. 714, § 3.*]

1085. Not to apply to certain elevators, etc. — This act shall not apply to elevators used for carrying freight which carry passengers incidentally to such use, nor to elevators in buildings that are under construction or repair, nor to the operation of elevators in an emergency that could not reasonably have been anticipated. [*Acts, 1913, c. 714, § 4.*]

¹ For the regulations framed by this board which became effective June 19, 1914, see manual (Form H).

PUBLIC EMPLOYMENT.

(See also under Workmen's Compensation and Pension and Retirement Systems.)

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CIVIL SERVICE LAW.

1086. Application of rules. — The rules¹ heretofore prepared by the [civil service] commissioners and now in force shall continue in force, and such rules, and those hereafter prepared by them and approved by the governor and council, shall be administered by the commissioners. They shall not be inconsistent with law, may be of general or limited application and shall include provisions for: —

The classification of the positions and employments to be filled.

Open competitive and other examinations to test the practical fitness of applicants.

The filling of vacancies in and the selection of persons for public positions and employments in accordance with the results of such examinations, or in the order of application, or otherwise.

Promotions if practicable, on the basis of ascertained merit in the examination and seniority of service.

A period of probation before an appointment or employment is made permanent.

Preference to veterans in appointment and promotion. [*R. L., c. 19, § 7.*]

1087. Printing and distribution of rules. — Changes in the rules shall forthwith, when approved, be printed for distribution, and a certified copy thereof sent to the mayor of each city and the selectmen of each town to which such changes relate, and shall be published in one or more newspapers. In such publication the date when such changes shall take effect shall be specified, which date shall be not less than 60 days subsequent to the date of such publication. [*R. L., c. 19, § 8.*]

1088. Certification three separate times. — No rules shall be made or enforced by the civil service commissioners which shall prevent the certification for the same office, on at least 3 separate occasions, of any person whose name is on any register. But in case the said commissioners shall find upon investigation that any person who has once or twice so been certified is morally unfit to hold the office or position in question, he shall not be entitled to be certified again. [*Acts, 1904, c. 198.*]

1089. Applications for examination. — Every application [for a position in the classified public service] shall state under oath the full name, residence and post office address, citizenship, age, place of birth, health and physical capacity, right of preference as a veteran, previous employment in the public service, business or employment and residence for the previous 5 years, and education of the applicant, and such other information as may reasonably be required relative to his fitness for the public service: *provided, however*, that no question shall be asked in such application or in any examination requiring a statement as to any offence committed before the

¹ See annual reports of the Civil Service Commission.

applicant reached the age of 16 years, except in the case of applicants for police and prison service. . . . [*R. L., c. 19, § 12, as am. by Acts, 1911, c. 119.*]

1090. Scope of examination. — No question in any [civil service] examination shall relate to, and no appointment to a position or selection for employment shall be affected by, political or religious opinions or affiliations. Examinations shall be practical and shall relate to matters which will fairly test the capacity and fitness of the applicants; and all answers of applicants to questions in examinations relating to training and experience, outside of the labor service, shall be under oath, if the commission shall so require. [*R. L., c. 19, § 13, as am. by Acts, 1911, c. 63.*]

1091. Obstruction of right of examination forbidden. — No person in the public service shall wilfully and corruptly defeat, deceive or obstruct any person as to his right of examination; or wilfully or corruptly make a false mark, grade, estimate or report upon the examination or proper standing of any person examined hereunder, or aid in so doing; or wilfully or corruptly make any false representation concerning the same or concerning the person examined; or wilfully or corruptly furnish to a person special or secret information, for the purpose of improving or injuring the prospects or chances of appointment, employment or promotion of any person so examined or to be examined. [*R. L., c. 19, § 14.*]

1092. Lists of names of successful applicants. — The commissioners, within 5 days after the results of an examination have been ascertained, shall prepare a list of the applicants who have passed the examination, with the standing of each; and, within five days after certification of persons for appointment or employment, prepare a list of the persons so certified which shall be open to public inspection. [*R. L., c. 19, § 15.*]

1093. Preference to citizens. — In all work of any branch of the service of the commonwealth, or of any city or town therein, citizens of the commonwealth shall be given preference. [*Acts, 1914, c. 600, § 1.*]

1094. Non-citizens not to be placed on lists. — The civil service commission shall not place upon its lists any person not a citizen of the United States. [*Acts, 1914, c. 600, § 2.*]

1095. Provisional appointment of non-citizens. — If an appointing officer, because of the non-existence of a list of eligible appointees, appoints under provisional authority from the civil service commission a person not a citizen of the United States, he shall discharge the person so appointed and appoint from the eligible list whenever the civil service commission establishes a list of the proper class. [*Acts, 1914, c. 600, § 3.*]

1096. Enforcement of dismissal. — Whenever the attention of the civil service commission shall be called by complaint on the part of any citizen of the commonwealth to the employment of a non-citizen when there is a list of eligibles existing, the commission shall take steps to enforce the dismissal of such non-citizen and the appointment in his place from the suitable eligible list. [*Acts, 1914, c. 600, § 4.*]

1097. Penalty for unlawful employment of non-citizen. — Whenever it shall appear that any appointing officer has had due notice of unlawful employment of a non-citizen and that the said appointing officer has continued such employment for ten days after such notice, he shall be subject to a fine of not less than ten nor more than one hundred dollars for each offence. [*Acts, 1914, c. 600, § 5.*]

1098. Vendor or user of liquor ineligible. — No person habitually using intoxicating liquors to excess and no vendor of intoxicating liquors shall be appointed

to or retained in any office, appointment or employment to which the provisions of this chapter apply. The word vendor shall not apply to the proprietors of drug stores or their employees. [*R. L., c. 19, § 16, as am. by Acts, 1912, c. 212.*]

1099. Convicts ineligible for one year. — No person shall be appointed to or employed in any office to which the provisions of this chapter apply within 1 year after his conviction of any crime against the laws of this commonwealth. [*R. L., c. 19, § 17.*]

1100. Recommendations of public officers restricted. — No recommendation of an applicant for a position or employment under the provisions of this chapter given by any member of the general court, alderman or councilman, except as to the character or residence of the applicant, shall be received or considered by any person concerned in making the appointment under this chapter. [*R. L., c. 19, § 18.*]

1101. Name, etc., of appointees to be reported to commissioners. — The name and residence of every person, except laborers, appointed to, promoted or employed in a position coming within the rules governing the civil service, the designation of such position and the rejection or discharge of every such person, shall forthwith be reported to the commissioners by the officer making such appointment, promotion, rejection or discharge, or providing such employment. [*R. L., c. 19, § 19.*]

1102. Certain officers not affected. — Judicial officers and officers elected by the people or by a city council, or whose appointment is subject to confirmation by the executive council or city council of any city, officers elected by either branch of the general court and the appointees of such officers, heads of principal departments of the commonwealth or of a city, the employees of the treasurer and receiver general, of the board of commissioners of savings banks, and of the treasurer and collector of taxes of any city, 2 employees of the city clerk of any city, teachers of the public schools, the secretaries and confidential stenographers of the governor, or of the mayor of any city, police and fire commissioners and chief marshals, or chiefs of police and fire departments, shall not be affected as to their selection or appointment by any rules made as aforesaid; but, with the above exception, such rules shall apply to members of police and fire departments. [*R. L., c. 19, § 9.*]

1103. Certain other employees exempt. — The positions of experts and railroad and railway inspectors provided for in Acts, 1906, c. 463, § 1, shall be exempt from classification by the civil service commission unless the said commission with the approval of the governor and council shall hereafter so classify the same under the authority given them by *R. L., c. 19* and acts in amendment thereof and in addition thereto. [*Acts, 1907, c. 245.*]

1104. Appointments in violation of civil service law. — If, in the opinion of the civil service commission, a person is appointed or employed in the public service classified under civil service rules, in violation of the civil service law, or of the said rules, the commission shall, after written notice mailed to the appointing or employing officer or officers, and to such person, notify in writing the treasurer, auditor or other disbursing officer of the commonwealth, city or town, in whose service or by which such person is so employed or paid; and the payment of any salary or compensation to such person shall be illegal and shall cease at the expiration of one week after the mailing of the latter notice, and until the legality of such appointment or employment is duly established. It shall be unlawful for the treasurer, auditor or other disbursing officer of the commonwealth, or of such city or town to draw, sign or issue, or to authorize the drawing, signing or issuing of any warrant, or to make payment of any

salary or compensation to the person so found by the civil service commission to be illegally appointed or employed. Any person so found by the civil service commission to be illegally appointed or employed may file a petition for a writ of mandamus in the superior or supreme judicial court to compel the civil service commission to authorize such appointment, or employment, and the payment of compensation or salary therefor. At any time after the filing of such petition the court, if it is of opinion that there is reasonable doubt whether the appointment or employment of such person is in violation of the civil service law or rules, may order that the compensation accruing to such person shall be paid to him until otherwise ordered by said court. [*R. L., c. 19, § 34, as am. by Acts, 1910, c. 359.*]

1105. Penalties. — Whoever makes an appointment to office or selects a person for employment contrary to, or wilfully refuses or otherwise neglects to comply with, the provisions of this chapter or of any rule hereunder shall, unless some other penalty is specifically provided, be punished by a fine of not less than one hundred nor more than one thousand dollars for each offence. [*R. L., c. 19, § 35.*]

1106. Defining word "veteran." — The word "veteran" in this chapter shall mean a person who has served in the army or navy of the United States in the war of the rebellion and was honorably discharged therefrom, or a citizen of this commonwealth who distinguished himself by gallant and heroic conduct while serving in the army or navy of the United States and has received a medal of honor from the president of the United States. [*R. L., c. 19, § 20.*]

1107. Examination and appointment of veterans. — A veteran may apply for examination under the rules, and if he passes the examination, shall be preferred in appointment and employment to all persons not veterans. The commissioners shall cause the names of the veterans who pass the examination to be placed upon the eligible list in the order of their respective standing, above the names of all other applicants, and to be certified to the appointing officers for appointment and employment in preference to other applicants, and the appointment or employment shall be made from the list so certified, but this section shall not apply to the detective department of the district police. Nothing herein shall prevent the certification and employment of women. [*R. L., c. 19, § 21, as am. by Acts, 1902, c. 413.*]

1108. Appointment of veterans without examination. — A veteran may apply for appointment to or for employment in the classified public service without examination. In such application, he shall state under oath the facts required by the rules. Age, loss of limb or other disability which does not in fact incapacitate shall not disqualify him for appointment or employment under the provisions of this section. Appointing officers may make requisition for the names of any or all such veterans and appoint or employ any of them. [*R. L., c. 19, § 22.*]

1109. Veterans, removal and suspension. — No veteran who holds an office or employment in the public service of the commonwealth [except as is provided in Acts, 1909, c. 453, see paragraph 1114] or of any city or town therein, shall be removed or suspended, or shall, without his consent, be transferred from such office or employment, nor shall his office be abolished, nor shall he be lowered in rank or compensation, except after a full hearing of which he shall have at least 72 hours' written notice, with a statement of the reasons for the contemplated removal, suspension, transfer, lowering in rank or compensation, or abolition. The hearing shall be before the state board of conciliation and arbitration, if the veteran is a state employee, and before the selectmen of the town of which he is an employee, if the veteran is a town em-

ployee. If the veteran is a city employee the hearing shall be held before the board of aldermen of the city of which the veteran is an employee. In case the city of which the veteran is an employee has not a board of aldermen, the hearing shall be held before the city council of such city. At any hearing where the veteran is a party in interest, he shall have the right to be present and to be represented by counsel. The said removal, suspension or transfer, lowering in rank or compensation, or abolition of an office, shall be made only upon a written order stating fully and specifically the cause or causes therefor, and signed by the state board of conciliation and arbitration, or selectmen, or said members of the city government, as the case may be, after a hearing as aforesaid. [*R. L., c. 19, § 23, as last am. by Acts, 1910, c. 500.*]

1110. Rules for veterans in the labor service. — The [civil service] rules shall provide for the employment of veterans in the labor service of the commonwealth and of the cities and towns thereof, in the class for which they make application, in preference to all other persons except women. If the appointing officer certifies in his requisition for laborers that the work to be performed requires young and vigorous men, and, upon investigation, the commissioners are satisfied that such certificate is true, they may fix a limit of age and certify only those whose age falls within such limit. In cities and towns in which the provisions of this chapter and the rules governing the civil service have not been applied to the labor service, the selectmen and the city councils shall take any necessary action to secure the employment of veterans in the labor service of their respective cities and towns in preference to all other persons except women. [*R. L., c. 19, § 24.*]

1111. Removals, etc., in classified service. — Every person holding office or employment in the public service of the commonwealth [except as is provided in Acts, 1909, c. 453, see paragraph 1114] or in any county, city or town thereof, classified under the civil service rules of the commonwealth, shall hold such office or employment and shall not be removed therefrom, lowered in rank or compensation, or suspended, or, without his consent, transferred from such office or employment to any other except for just cause and for reasons specifically given in writing. [*Acts, 1904, c. 314, § 1.*]

1112. Notice to be given, etc. — The person sought to be removed, suspended, lowered or transferred shall be notified of the proposed action and shall be furnished with a copy of the reasons required to be given by section 1, and shall, if he so requests in writing, be given a public hearing, and be allowed to answer the charges preferred against him either personally or by counsel. A copy of such reasons, notice and answer and of the order of removal, suspension or transfer shall be made a matter of public record: *provided, however*, that nothing contained in this act shall be construed to prevent temporary suspension for a period not exceeding 30 days, made without compliance with the provisions of this act and pending further action under this act. [*Acts, 1904, c. 314, § 2, as am. by Acts, 1905, c. 243.*]

1113. Relating to removals, etc., in the civil service. — Every person now holding or hereafter appointed to an office classified under the civil service rules of the commonwealth, except members of the police department of the city of Boston, of the police department of the metropolitan park commission, and except members of the district police, whether appointed for a definite or stated term, or otherwise, who is removed therefrom, lowered in rank or compensation, or suspended, or, without his consent, transferred from such office or employment to any other, may, after a public hearing, as provided for by [the preceding paragraph] and within ten days

after such hearing, bring a petition in the police, district or municipal court within the judicial district where such person resides, addressed to the justice of the court and praying that the action of the officer or board in removing, suspending, lowering or transferring him may be reviewed by the court, and after such notice to such officer or board as the court may think necessary, it shall review the action of said officer or board, and hear the witnesses, and shall affirm said order unless it shall appear that said order was made by said officer or board without proper cause or in bad faith, in which case said order shall be reversed and the petitioner be reinstated in his office. The decision of the justice of said police, district or municipal court shall be final and conclusive upon the parties. [*Acts, 1911, c. 624.*]

1114. Metropolitan park police officers not affected. — The provisions of R. L., c. 19, § 23, and of Acts, 1904, c. 314, [see paragraphs 1109 and 1111] shall not apply to the retirement of a metropolitan park police officer under [*Acts, 1909, c. 453*], if at the time of his retirement he is placed upon a pension roll as provided [in the last mentioned act]. [*Acts, 1909, c. 453, § 2.*]

1115. Removals and suspensions of police officers. — Every police officer now holding or hereafter appointed to an office classified under the civil service rules of the commonwealth, in any city, and whether appointed for a definite or stated term, or otherwise, shall hold such office continuously during good behavior, and shall not be removed therefrom, lowered in rank or compensation, or suspended, or, without his consent, transferred from such office or employment to any other, except for just cause and for reasons specifically given in writing by the removing officer or board. . . . [*Acts, 1906, c. 210, § 1, as am. by Acts, 1907, c. 272.*]

1116. District police affected. — . . . The provisions of [the preceding paragraph] shall apply to members of the district police, but shall not affect the power of the governor to remove any member of said police who is designated or appointed to be chief, deputy chief, chief inspector of boilers or chief fire inspector, or any member of the district police detailed or appointed to command any steam or sailing vessel of the commonwealth, from the position to which he is so designated or appointed. [*Acts, 1906, c. 210, § 1, as am. by Acts, 1907, c. 272.*]

1117. To whom applied. — The provisions of Acts, 1904, c. 314, § 2 [see paragraph 1112], and of acts in amendment thereof, shall apply to the police officers designated in [paragraphs 1115 and 1116]. [*Acts, 1906, c. 210, § 2.*]

1118. Registrar of labor, appointment. — . . . [The civil service commissioners] may appoint a registrar of labor, who shall, under their direction, supervise the administration of civil service rules applicable to the public labor service of the commonwealth or of any city thereof. He shall receive an annual salary of two thousand dollars, and his travelling expenses. . . . [*R. L., c. 19, § 2.*]

1119. Applicants must be citizens. — An applicant [for registration in the labor service] must be a citizen of the United States and have been a resident of the commonwealth for at least 1 year next preceding the date of his application and, if he applies for the service of a city, he also must have been a resident of that city for at least 6 months next preceding the date of his application. [*Civil Service Rules.*]

1120. Prison instructors to be under civil service rules. — R. L., c. 19 [civil service] and acts in amendment thereof, and the rules established thereunder, shall apply to all persons employed as instructors in the state prison and in the Massachusetts reformatory. [*Acts, 1912, c. 597, § 1.*]

1121. Defining term "instructors." — The term "instructors" as used in

this act shall include all persons employed as instructors in the state prison and in the Massachusetts reformatory under the provisions of R. L., c. 225, § 44, and all other employees in said institutions having prisoners under their charge. [*Acts, 1912, c. 597, § 2.*]

1122. Civil service commission to examine inspectors of plumbing. — . . . All inspectors [of plumbing] hereafter appointed to like positions shall be certified from the classified lists of the civil service commission. [*Acts, 1909, c. 536, § 7.*]

1123. Classification of laborers. — The labor service shall be divided into three classes: (1) laborers; (2) skilled laborers; (3) mechanics and craftsmen. Male persons doing any form of labor not included, in the opinion of the commission, within the classification of the 1st division or official service, shall be deemed to be in the 2nd division, or labor service. [*Civil Service Rules.*]

1124. Applicants may designate position desired. — An applicant may designate in his application paper any position or positions whatever for which he desires to apply. He will be registered, however, only on such one or more of the foregoing lists as the commission shall decide to be the most suitable, after investigation of his qualifications as shown in his application paper and accompanying vouchers, and after such physical and practical tests as the commission may require. [*Civil Service Rules.*]

1125. Applicant to file application in person. — The applicant must file the application *in person* at the labor office, or with any agent authorized by the commission to receive applications; *provided, however*, that an applicant for the service of the metropolitan park commission, the metropolitan water and sewerage board or the Boston transit commission, living outside of Boston and unable to appear in person, may send his application through the mail to the civil service labor office, state house, first making oath to the statements in his application before a justice of the peace or notary public. . . . [*Civil Service Rules.*]

1126. Where applicants for labor service may apply. — Applicants for the labor service of a city shall apply for registration at the civil service labor office in the city where they seek employment, and applicants for the metropolitan park commission, the metropolitan water and sewerage board and the Boston transit commission at the civil service labor office in the city of Boston, or at any office more convenient to the place of residence of the applicant which the commission may designate, on such days and between the hours fixed by the commission. [*Civil Service Rules.*]

1127. Applicants to give certain information. — Applications shall contain under oath the information hereinbefore required under these rules, together with a statement of the family depending on the applicant for support (giving name, age and relationship), personal description of the applicant, and such further information as the commission may require. [*Civil Service Rules.*]

1128. Certificates required of applicants. — Every applicant shall also file certificates signed by at least two reputable citizens, containing such information as to his capacity for labor, and his habits, industry and sobriety, and such further information as to his present character and qualifications, as the commission shall require. [*Civil Service Rules.*]

1129. Additional certificates required. — When the applicant desires to be registered for any service other than that of common laborer, additional certificates will be required to show the applicant's ability to do the kind of work for which he

alleges capacity and for which he desires to be certified, and he may be required to file additional certificates of capacity for special service. [*Civil Service Rules.*]

1130. Certificate from employing officer. — No certificate from an employing officer in regard to the capacity of a laborer applying for registration shall be received unless the laborer has been legally employed in the department, and the employing officer has an official knowledge of his capacity. [*Civil Service Rules.*]

1131. Commission may require additional tests. — The commission may at its discretion, in addition to the certificates above required, provide and require practical tests or examinations regarding the physical and other qualifications of any applicant for the work for which he desires to be certified. [*Civil Service Rules.*]

(NOTE: For complete rules relating to the employment of laborers in the public service, see annual reports of the civil service commission.)

1132. Laborers or mechanics. — Whenever an appointing officer or board shall make requisition upon the civil service commission to fill a vacancy or vacancies in the position of foreman or inspector, and a request is made in said requisition for the certification of persons having had experience in the department from which the requisition comes, the commission shall, so far as may be practicable, include among the names certified the name of at least one person for each vacancy who is serving as a laborer or mechanic in such department. [*Acts, 1914, c. 479, § 1.*]

1133. Lamplighters in city of Boston may be appointed to certain other positions, etc. — Any person who was engaged in the occupation of lamplighter lighting the gas lamps in the streets, alleys, public grounds and parks of the city of Boston, on January 1, 1913, and who has lost or shall within four years from said first day of January lose his position by reason of a change in the street lighting methods employed by the city, may in the discretion of the mayor of said city be appointed to a position as laborer or skilled laborer in the labor service of any department of the city for which such lamplighter is qualified and fitted by previous training and experience, or subject to the approval of said mayor by the head of any such department of said city without being subject as to his appointment to civil service rules, and without undergoing a civil service examination, and thereupon he shall be registered upon the list in the class to which he has been appointed and shall be subject to civil service laws and rules. [*Acts, 1913, c. 344, as am. by Acts, 1914, c. 440, § 1.*]

1134. To take effect upon acceptance by mayor and city council. — This act shall take effect upon its acceptance by the mayor and the city council of the city of Boston. [*Acts, 1913, c. 344, as am. by Acts, 1914, c. 440, § 2.*]

(NOTE: Chapter 344, Acts 1913, was accepted by the mayor of Boston and the city council on August 18, 1914.)

1135. Application of rules relating to labor registration. — . . . So much of [R. L., c. 19, the civil service] and the rules established under it as relate to the employment of laborers, designated as the "Labor Service," shall not be in force in any city of less than 100,000 inhabitants until the city council, with the approval of the mayor, accepts the same. [*R. L., c. 19, § 36, as am. by Acts, 1902, c. 544, § 3.*]

1136. Appropriations for enforcement of civil service law. — A city may appropriate money for the enforcement therein of the laws relating to its civil service. [*R. L., c. 26, § 24.*]

1137. Engineers, etc., in service of commonwealth to be classified. — The civil service commissioners shall prepare rules, which shall take effect when approved by the governor and council in the manner provided by law, for including within

the classified civil service all engineers, and all persons having charge of steam boilers, heating, lighting and power plants maintained by the commonwealth. [*Acts, 1914, c. 486.*]

1138. Cities may establish a reserve police force. — Any city, except Boston, in which the city council, with the approval of the mayor, accepts the provisions of this and the 2 following sections or has accepted the corresponding provisions of earlier laws, may establish a reserve police force; and appointments thereto shall be made in the same manner as appointments to the regular police force of said city, subject to such rules as the civil service commissioners may prescribe. [*R. L., c. 108, § 26.*]

1139. Number of members of reserve force. — The number of members of such reserve force shall not exceed 5 in cities in which the number of members of the regular force does not exceed 15. If the number of members of the regular force exceeds 15, one member may be added to the reserve force for every 3 of the regular force above 15 and not above 30; one for every 5 of the regular force above 30 and not above 80; and one for every 10 of the regular force above 80. [*R. L., c. 108, § 27.*]

1140. Powers, duties, compensation. — The mayor, chief of police or city marshal of a city in which such reserve force is established may assign the members thereof to duty in said city whenever and for such length of time as said mayor, chief of police or marshal may deem necessary; and when on duty the members of said reserve force shall have all the powers and duties of members of the regular police force of said city. The compensation of the members of said reserve force shall be fixed by the city council. [*R. L., c. 108, § 28.*]

1141. Transfer of certain watchmen. — An officer in a jail or house of correction may be transferred to the state prison, the Massachusetts reformatory, or the temporary industrial camp for prisoners as a watchman; and if the place in which he is employed is not in the classified list prepared by the civil service commissioners, they shall give him a non-competitive examination as to his fitness, upon receipt from the warden of the state prison, the superintendent of the Massachusetts reformatory or the superintendent of the temporary industrial camp for prisoners of a statement that the appointment of such officer is desired and that he possesses particular qualifications for the work which will be required of him. [*R. L., c. 225, § 10, as am. by Acts, 1904, c. 214.*]

1142. Age of applicants for prison service. — The officers of the state prison shall be a warden, deputy-warden, chaplain, physician and surgeon, clerk, engineer, assistant engineer, electrician, steward who shall be employed in the kitchen department of the prison, 4 turnkeys, as many watchmen, not exceeding 49, and as many assistant watchmen, not exceeding 5, as the warden, subject to the approval of the prison commissioners, may find necessary. In certifying the names of persons eligible to appointment as assistant watchmen, the civil service commissioners shall certify the names of persons who are over the age of 25 and under the age of 40 years. [*R. L., c. 223, § 3.*]

1143. Fire and police forces of towns may be under civil service. — In a town which by a vote of a majority of the voters voting thereon at an annual or special town meeting accepts the provisions of this section or has accepted the corresponding provisions of earlier laws, the provisions of [*R. L., c. 19, relating to the civil service*] and the rules made under the authority thereof which relate to the police and fire forces of cities except Boston shall apply to all members of the regular or permanent

police and fire forces, or to the call fire force, or to either of said forces, of a town. Such vote may limit the application of the provisions of [the above] chapter and of the rules made thereunder either to the police force or to the fire force of such town, or it may extend such application to both of said forces. Upon such vote of acceptance, each member of the force or forces included therein and within the classified civil service shall continue to hold his office until his death, resignation or removal. He shall not be removed except for cause shown after a full hearing before the board or officer of the town having power to make removals, and such member shall have the right to be present at such hearing and to be represented by counsel. [*R. L., c. 19, § 37.*]

1144. Promotion of call men in fire departments. — Cities and towns which have a call or part call fire department which now is or may hereafter be subject to the civil service rules may, on the recommendation of the board of engineers of the fire department or of the officer or board having charge of the fire department, appoint as members of the permanent force without civil service examination any persons then in the call or part call fire department who have served as call men or part call men for five or more successive years: *provided*, that such persons are certified by the city or town physician to be competent physically for the duty. If there is no city or town physician, then the said certification shall be made by a physician designated for the purpose by the board of engineers or other authority, as aforesaid. [*Acts, 1913, c. 487, § 1, as am. by Acts, 1914, c. 138.*]

1145. Not to apply in certain cases. — This act shall not apply to any city or town in which the promotion of call men to the permanent or regular force is regulated by a special act relating to such city or town. [*Acts, 1913, c. 487, § 2.*]

1146. Not to apply to the city of Boston. — This act shall not apply to the city of Boston. [*Acts, 1913, c. 487, § 3.*]

1147. To be submitted to voters. — This act shall be submitted to every city or town to which it is applicable at the next municipal election in such city or town, and shall take effect in any such city or town upon its acceptance by a majority of the voters voting thereon. [*Acts, 1913, c. 487, § 4.*]

1148. School janitors, attendance officers, etc., to be classified under civil service. — Engineers, janitors and all persons having charge of steam boilers and furnaces in the school buildings in the city of Boston, and [attendance] officers appointed by the school committee of said city, shall be classified and appointed pursuant to [*R. L., c. 19, the civil service*] and the rules thereunder. [*R. L., c. 19, § 10.*]

1149. Qualifications of firemen in Boston. — Persons 5 feet 5 inches in height or over, if otherwise qualified, shall be eligible to appointment in the fire department of the city of Boston. Call members in said department who have served 3 or more successive years shall, upon application to the civil service commissioners, be placed upon the eligible list for appointment as permanent men without further examination, and may at the discretion of the fire commissioner be appointed at the same salary as permanent men who have served 3 or more years in said service. [*R. L., c. 19, § 11.*]

1150. Application of civil service laws. — [*R. L., c. 19, relating to the civil service*] shall be in force in any town of more than twelve thousand inhabitants when accepted by it, and thereupon such town shall have the authority given to a city under the provisions of *R. L., c. 26, § 24. . . . [R. L., c. 19, § 36, as am. by Acts, 1902, c. 544, § 3.]*

1151. Report to be furnished showing names, etc., of employees. — The officer or board having power in any city to appoint or employ persons in any department of such city to which the provisions of the civil service laws and of the civil service rules established thereunder are applicable shall, within 7 days after the receipt of a written request therefor made by the board of civil service commissioners, make, and file with the auditor or officer or officers whose duty it is to audit the accounts of such appointing or employing officer or board, a report containing the names of all persons who have been appointed or employed by such appointing or employing officer or board or who have received pay or rendered bills for services or labor rendered or performed during the calendar month next preceding the date of the filing of such petition. . . . [*Acts, 1906, c. 306, § 1.*]

1152. Said report to be open to public inspection. — . . . Said report shall be made under oath, shall be open to public inspection in the office of the auditor or auditing officer and shall contain the following information: — 1st, name of person appointed or employed, or rendering bill for services or labor; 2nd, nature and brief description of the services or labor which such person has actually rendered or performed during said month; 3rd, title of the office or employment of such person as stated in the payrolls of the department; 4th, the regular salary or wages of the appointee or employee; 5th, all other payments of any kind made to the appointee or employee during said month: *provided, however*, that such appointing or employing officer or board shall not be required to file more than 1 such report in any calendar month. [*Acts, 1906, c. 306, § 1.*]

1153. Authority of courts. — The supreme judicial court by mandamus or other appropriate remedy in law or in equity, upon suit or petition of the board of civil service commissioners, may compel any such appointing or employing officer or board in any city, upon failure to make and file such report, to comply with the provisions of this act. [*Acts, 1906, c. 306, § 2.*]

1154. Penalty. — Every appointing or employing officer, or in the case of a board every member thereof, who wilfully refuses or who neglects to comply with the provisions of this act shall be punished by a fine of not less than twenty-five nor more than one hundred dollars for each offence. [*Acts, 1906, c. 306, § 3.*]

1155. Notices of civil service examinations to be posted. — The civil service commissioners shall from time to time prepare notices of civil service examinations and send them to the clerks of the several cities and towns in the commonwealth, who shall cause the same to be posted in the city and town halls and in other conspicuous places in their respective municipalities. Of such notices there shall be posted conspicuously not less than five in every town, and not less than twenty-five in every city, including one in each ward. [*Acts, 1906, c. 277, § 1.*]

1156. Penalty. — Any city or town clerk who shall refuse or wilfully neglect to comply with the provisions of this act, or any person who shall maliciously tear down, destroy, deface or injure any such notice prior to the date of the examination or examinations of which notice is given therein, shall be liable to a fine of not more than twenty-five dollars. [*Acts, 1906, c. 277, § 2.*]

1157. Reinstatement after war service. — Any person in the classified public service of the commonwealth or of any city or town thereof who resigns such office or leaves such service for the purpose of enlisting and serving in the army or navy of the United States or in the militia of this commonwealth in time of war and so enlists and serves, may at any time within one year after his honorable discharge

from such military or naval service be appointed to or employed in his former or a similar position or employment, without application or examination. [*R. L., c. 19, § 25.*]

WAGES AND SALARIES.

1158. Lists of employees of the commonwealth to be furnished. — Every department, commission, bureau or board of the commonwealth, shall, on or before July 15, 1910, and on or before July 15 in every year thereafter, prepare and furnish to the governor and council lists of all the officials and employees of the commonwealth employed in or by such department, commission, bureau or board on July 1st preceding, for whose services money has been paid from the treasury of the commonwealth. The said lists shall be arranged by divisions of the several departments, commissions, bureaus or boards, when such divisions exist, and shall give the name, residence, designation, rate of compensation and the date of election or appointment of every such official and employee, and any increase in the rate of salary or compensation for the year preceding; and also the aggregate amount of money paid for services or salaries to officials or employees not employed on July 1st preceding and therefore not shown upon the list, for the year beginning with July 1st in the year preceding that in which the list is prepared. It shall be the duty of the auditor of the commonwealth to verify the said lists, the compensation and the said aggregate amounts from the pay roll. The said lists and aggregate amounts shall be printed at the expense of the commonwealth as a document of the commonwealth, before Oct. 1st in the year in which they are furnished, and the said document shall contain a summary by departments, commissions, bureaus and boards of the total number of officials and employees employed in or by every such department, commission, bureau and board and the total amount paid for services by every such department, commission, bureau and board from the treasury of the commonwealth, and, respectively, the whole number of such officials and employees, and the whole amount paid for services in a grand total; and a summary by every such department, commission, bureau and board of the total number of such officials and employees and the total amount paid for services for the year and for the 2 preceding years. [*Acts, 1910, c. 268, § 1, as last am. by Acts, 1913, c. 534.*]

1159. Salaries, when payable; advances. — Salaries payable from the treasury shall, unless otherwise provided, be paid on the first day of each month, and shall be in full for all services rendered to the commonwealth by the persons to whom they are paid. Advances on account of salaries may be made under such regulations as the treasurer and receiver-general may prescribe, not exceeding the proportion of salary then due, nor oftener than once in seven days nor after the twenty-fifth day of the month. No salary shall be paid to any person for a longer period than that during which he has been actually employed in the duties of his office. If a salary shall be diminished, no greater rate shall be paid because of any previous appropriation therefor. [*R. L., c. 6, § 58.*]

1160. Approval of claims for service or labor. — The auditor of accounts, the auditor of any public institution, or any other person authorized to approve claims for . . . service or labor performed for, the commonwealth, may, before approving any such claim, require the claimant to certify under oath . . . that the service or labor has been performed, and that no commission, discount, bonus, present or reward of any kind has been received or promised or is expected on account of the same. [*R. L., c. 6, § 78.*]

1161. Grade of salaries for clerks and stenographers in employ of the commonwealth. — [a] *Stenographers.* — There are hereby established 3 grades for stenographers in the service of the boards, commissions and departments of the commonwealth whose salaries are not established by law.

Grade 1. The yearly salary of the 1st grade shall begin at six hundred dollars and shall increase by yearly increments of fifty dollars until it reaches the sum of seven hundred and fifty dollars. The head of the department may, however, if the stenographer has been efficient and satisfactory in conduct, further increase the salary by yearly increments of fifty dollars until it reaches a maximum of eight hundred and fifty dollars.

Grade 2. The yearly salary of the 2nd grade shall begin at seven hundred and fifty dollars and shall increase by yearly increments until it reaches the sum of nine hundred dollars. The head of the department may, however, if the stenographer has been efficient and satisfactory in conduct, further increase the salary by yearly increments of fifty dollars until it reaches a maximum of one thousand dollars.

Grade 3. The yearly salary of the persons hereafter employed in this grade shall be fixed by a vote of the governor and council upon the recommendation of the head of the department. [*Acts, 1914, c. 605, § 1.*]

[b] *Clerks.* — There are hereby established 3 grades for clerks in the service of the boards, commissions and departments of the commonwealth whose salaries are not established by law.

Grade 1. The yearly salary of the 1st grade shall begin at five hundred dollars and shall increase by yearly increments of fifty dollars until it reaches the sum of seven hundred and fifty dollars. The head of the department may, however, if the clerk has been efficient and satisfactory in conduct, further increase the salary by yearly increments of fifty dollars until it reaches a maximum of eight hundred and fifty dollars.

Grade 2. The yearly salary of the 2nd grade shall begin at seven hundred and fifty dollars and shall increase by yearly increments of fifty dollars until it reaches the sum of nine hundred dollars. The head of the department may, however, if the clerk has been efficient and satisfactory in conduct, further increase the salary by yearly increments of fifty dollars until it reaches a maximum of one thousand dollars.

Grade 3. The yearly salary of the persons hereafter employed in this grade shall be fixed by vote of the governor and council upon the recommendation of the head of the department. [*Acts, 1914, c. 605, § 2.*]

1162. Changes in grade may be made by head of a department. — The head of a department may, in exceptional cases, put a stenographer or clerk on the 2nd or 3rd year of either grade upon a certificate signed by the head of the department and filed with the civil service commission that the needs of the department justify such action. [*Acts, 1914, c. 605, § 3.*]

1163. Conduct of employee must warrant annual increment in salary. — The annual increment in salary shall not be allowed unless the conduct of the stenographer or clerk has been in all respects satisfactory, and the head of the department shall certify to the auditor of accounts whether or not each stenographer or clerk is entitled to the increment. [*Acts, 1914, c. 605, § 4.*]

1164. Appointments to be made in accordance with provisions of this act. — All appointments to the position of stenographer or clerk in any board, commission or department of the commonwealth shall hereafter be made only within

the grades and at the salaries established by this act; and the salary of such stenographer or clerk shall not be increased except according to the provisions of this act: *provided, however*, that in special cases where the head of a department shall certify to the governor and council that the interests of the service demand an extra increase of salary for a particular stenographer or clerk, the governor and council may vote to allow such increase in salary. [*Acts, 1914, c. 605, § 5.*]

1165. Promotions. — Promotions shall not be made from a lower to a higher grade except for positive merit and upon a certificate signed by the head of the department and filed with the civil service commission that the person to be promoted is thoroughly competent to perform efficiently work of a superior and more advanced character and that the needs of the department justify such promotion, and no increase of salary shall be paid until such certificate is filed. [*Acts, 1914, c. 605, § 6.*]

1166. Transfers. — No transfer of a stenographer or clerk shall be made from a board, commission or department of the commonwealth to another except within the grade and at the salary at which such stenographer or clerk is already employed, and then only in accordance with the rules established under R. L., c. 19, and of the amendments thereof. [*Acts, 1914, c. 605, § 7.*]

1167. Temporary employment. — Nothing in this act shall be construed as preventing the temporary employment from time to time under civil service rules of such additional stenographers or clerks as the exigencies of the public business may, in the judgment of the board, commission or head of the department, require, within the limits of such appropriations as may be made by the general court for the contingent expenses of such board, commission or department. [*Acts, 1914, c. 605, § 8.*]

1168. Employees to be graded before Dec. 1, 1914, etc. — Heads of departments shall, before December 1st, 1914, grade stenographers and clerks in their employ in accordance with the provisions of this act, and shall notify the auditor of accounts of such action, and thereafter every such stenographer or clerk shall be entitled to the yearly increments established by this act. [*Acts, 1914, c. 605, § 9.*]

1169. Not to reduce present salaries. — Nothing in this act shall be construed as reducing the salary now paid to any stenographer or clerk in any board, commission or department of the commonwealth. [*Acts, 1914, c. 605, § 10.*]

1170. Not to include department of legislation. — The terms "department" and "departments" as used in this act shall not be construed to include the department of legislation. [*Acts, 1914, c. 605, § 11.*]

1171. Not to apply to institutions. — This act shall not apply to stenographers or clerks in the institutions of the commonwealth. [*Acts, 1914, c. 605, § 12.*]

1172. Compensation of superior court stenographers. — The compensation of all of the stenographers of the superior court who are not on salary shall be twelve dollars for each day of actual and necessary attendance at court, to be paid by the county in which the service is rendered, upon the certificate of such attendance by the justice under whose direction the service is performed. In case the service is rendered in any court outside of the county in which the stenographer resides or has his usual place of business, the justice may, in his discretion, allow in addition to such compensation a reasonable sum for travel and board. [*Acts, 1914, c. 759.*]

1173. Wages for mechanics on public works. — . . . The wages for a day's work paid to mechanics employed in [the construction of public works by the commonwealth, or by a county, city or town, or by persons contracting therewith, Acts, 1914, c. 474, § 1] shall be not less than the customary and prevailing rate of wages

for a day's work in the same trade or occupation in the locality, city or town where such public works are constructed. Any contractor who knowingly and wilfully violates the provisions of this section shall be punished by a fine of not more than one hundred dollars for each offence. [*Acts, 1909, c. 514, § 21, as am. by Acts, 1914, c. 474, § 1.*]

1174. Enforcement. — The board of labor and industries shall enforce the provisions of [*Acts, 1914, c. 474, relating to the wages of mechanics, and to the preference to be given citizens of the commonwealth employed in the construction of public works*], and in case of any dispute that may arise upon public works as to the customary and prevailing rate of wages the board of labor and industries shall investigate the wages paid in the trade or occupation in the locality, city or town where such public works are under construction and decide what rate of wages shall be paid upon such works. [*Acts, 1914, c. 474, § 2.*]

1175. Day-work basis for certain employees. — So far as is possible, all work by laborers, workmen and mechanics employed by the commonwealth or by any officer, board or commission on behalf of the commonwealth, shall be on the day-work basis. [*Acts, 1914, c. 688, § 2.*]

1176. To be submitted to voters. — This act [*Acts, 1914, c. 688*] shall be submitted for acceptance to the voters of the commonwealth at the state election in the present year [1914] in answer to the question, to be printed on the official ballot for use at said election, "Shall an act passed by the general court in the year nineteen hundred and fourteen to make Saturday a half-holiday, without loss of pay, for laborers, workmen and mechanics employed by or on behalf of the commonwealth and otherwise to regulate their employment, be accepted?"

YES.	
NO.	

If a majority of the voters voting thereon vote in the affirmative, this act shall take effect; otherwise, it shall be void. [*Acts, 1914, c. 688, § 3.*]

(NOTE: The above act, *Acts, 1914, c. 688*, was accepted in all the counties of the commonwealth.)

1177. State house elevator operators' salaries established. — Each of the elevator men at the state house shall be paid an annual salary of eleven hundred dollars. [*Acts, 1914, c. 667.*]

1178. State house porters' salaries established. — Each of the porters at the state house shall be paid an annual salary of eight hundred and fifty dollars. [*Acts, 1914, c. 684.*]

1179. Wages of laborers employed by prison commissioners. — The wages paid by the board of prison commissioners to male laborers directly employed by it shall be not less than two dollars and a half a day. [*Acts, 1914, c. 458.*]

1180. Wages of certain state employees established. — The wages paid by the metropolitan park commission and by the metropolitan water and sewerage board to laborers directly employed by them shall be not less than two dollars and fifty cents a day. [*Acts, 1911, c. 541, as am. by Acts, 1913, c. 685.*]

1181. Wages of steam engineers, etc., of metropolitan water and sewerage board. — *Resolved*, That the metropolitan water and sewerage board is hereby authorized to increase the wages or salaries of the engineers employed in the 11 stations of said board, and the wages of firemen, oilers, coal passers and screenmen employed by said board. The said increases shall be made in such manner and proportion as the board shall determine to be just, but shall not exceed in the aggregate the sum

of five thousand dollars. This sum shall be in addition to the sums heretofore appropriated for the use of the board and shall be distributed as follows:— Two thousand dollars to the metropolitan water maintenance fund; fifteen hundred dollars to the north metropolitan sewerage maintenance fund and fifteen hundred dollars to the south metropolitan sewerage maintenance fund. [*Res.*, 1914, c. 96.]

1182. Salaries of watchmen in the state prison and reformatory.— Watchmen at the state prison and at the Massachusetts reformatory who have been in said service for less than 1 year shall receive an annual salary of eight hundred dollars; watchmen who have been in said service for more than 1 year and less than 3 years shall receive an annual salary of one thousand dollars; watchmen who have been in said service for 3 years and less than 5 years shall receive an annual salary of twelve hundred dollars. Turnkeys and watchmen who have been in said service for 5 or more years shall receive an annual salary of fourteen hundred dollars. [*Acts*, 1914, c. 554, § 1.]

1183. Date act takes effect.— The said salaries shall be allowed from Jan. 1st, 1915. [*Acts*, 1914, c. 554, § 3.]

1184. Pay rolls of cities to be sworn to.— It shall be unlawful for the treasurer or other fiscal officer of any city other than Boston to pay any salary or compensation to any person in the service or employment of the city unless the pay roll, bill or account for such salary or compensation shall be sworn to by the head of the department or by the person who is immediately responsible for the appointment, employment, promotion or transfer of the persons named therein. [*Acts*, 1913, c. 520, § 1.]

1185. May designate person who shall make oath.— A city council, board of aldermen, common council, commission, committee, or board of trustees may, for the purposes of this chapter, designate any one of its members to make oath to a pay roll, bill or account for salary or compensation of its membership or employees: *provided, however*, that nothing in this section shall be held to limit the responsibility of each member of any city council, board of aldermen, common council, commission, committee, or board of trustees in the event of a non-compliance with the provisions of this chapter. [*Acts*, 1913, c. 825.]

1186. To contain certain information.— Every such pay roll, bill or account shall contain the following information:— 1st, full name of each employee; 2nd, title of his office, or specific nature of the labor that he was originally engaged to perform; 3rd, kind of work in which he has actually been engaged since the submission of the last previous pay roll; 4th, salary, wages or other compensation; 5th, date or dates of employment. [*Acts*, 1913, c. 520, § 2.]

1187. Penalty.— Each appointing, employing or other officer, or, in case of a board, each member thereof, who wilfully refuses or neglects to comply with any provision of this act [*Acts*, 1913, c. 520] shall be punishable by a fine of not less than twenty-five nor more than one hundred dollars for each offence. [*Acts*, 1913, c. 520, § 3.]

1188. Action against municipalities for debt for labor.— A person to whom a debt is due for labor which has been performed in constructing a building, sewer or drain, or water works or other public works, owned by a city or town under a contract with any person having authority from or rightfully acting for such city or town in furnishing such labor, shall have a right of action against such city or town to recover such debt if, within 30 days after he ceases to perform such labor, he files

in the clerk's office of the city or town against which he claims such right of action a written statement, under oath, of the amount of the debts so due to him, and the names of the persons for whom and by whose employment the labor was performed, and if, within 60 days after he ceases to perform such labor, he commences such action. Such right of action shall not be lost by reason of a mistake in stating the amount due; but the claimant shall not recover as damages a larger amount than is named in said statement as due to him, with interest. No person who has contracted to furnish labor other than his own in such construction shall have such right of action. [*Acts, 1909, c. 514, § 22.*]

1189. Security for payment for labor on public works. — Officers or agents who contract in behalf of any county, city or town for the construction or repair of public buildings or other public works shall obtain sufficient security, by bond or otherwise, for payment by the contractor and sub-contractors for labor performed or furnished and for materials used in such construction or repair; but in order to obtain the benefit of such security the claimant shall file with such officers or agents a sworn statement of his claim within 60 days after the completion of the work. [*Acts, 1909, c. 514, § 23.*]

1190. Money may be advanced for authorized expenditures. — Officers who are authorized to expend money in behalf of the commonwealth may have money advanced to them from the treasury, in such sums and subject to such rules and regulations as the auditor of the commonwealth may determine, for the following purposes and subject to the following conditions: — To carry out the provisions of law requiring weekly payments of wages, to secure cash discounts wherever possible, and to pay the necessary expenses incurred by them or by employees of their departments when obliged to travel in the discharge of their duties. . . . [*Acts, 1914, c. 370, § 1.*]

1191. Supreme judicial court to have jurisdiction. — The supreme judicial court shall have jurisdiction of informations in the nature of quo warranto filed by the attorney general against a person holding or claiming the right to hold an office or employment, the salary or compensation of which is payable by the commonwealth, a county, city or town. [*R. L., c. 192, § 12.*]

HOURS OF LABOR.

1192. Acceptance of 8 hour law. — In a city or town which, by a vote taken by ballot at an annual election, accepts the provisions of this section, or, subsequently to June 28, 1907, accepted the provisions of R. L., c. 106, § 20, 8 hours shall constitute a day's work for all laborers, workmen and mechanics who are employed by such city or town. If a petition for such vote, signed by 100 or more registered voters of a city, or 25 or more registered voters of a town, is filed with the city or town clerk, respectively, 30 days or more before an annual election such vote shall be taken at such election. [*Acts, 1909, c. 514, § 42.*]

1193. Eight hours to constitute a day's work for public employees. — The service of all laborers, workmen and mechanics now or hereafter employed by the commonwealth or by any county therein or by any city or town which has accepted the provisions of R. L., c. 106, § 20, or of Acts, 1909, c. 514, § 42 [see preceding paragraph], or by any contractor or sub-contractor for or upon any public works of the commonwealth or of any county therein or of any such city or town, is hereby re-

stricted to 8 hours in any 1 calendar day, and it shall be unlawful for any officer of the commonwealth or of any county therein, or of any such city or town, or for any such contractor or sub-contractor or other person whose duty it shall be to employ, direct or control the service of such laborers, workmen or mechanics to require or permit any such laborer, workman or mechanic to work more than 8 hours in any 1 calendar day, except in cases of extraordinary emergency. Danger to property, life, public safety or public health only shall be considered cases of extraordinary emergency within the meaning of this section. In cases where a Saturday half holiday is given the hours of labor upon the other working days of the week may be increased sufficiently to make a total of 48 hours for the week's work. Threat of loss of employment or to obstruct or prevent the obtaining of employment or to refrain from employing in the future, shall each be considered to be "requiring" within the meaning of this section. Engineers shall be regarded as mechanics within the meaning of this act. [*Acts, 1909, c. 514, § 37, as am. by Acts, 1911, c. 494, § 1.*]

1194. Public contracts to stipulate hours of labor. — Every contract, excluding contracts for the purchase of material or supplies, to which the commonwealth or any county therein or any city or town which has accepted the provisions of R. L., c. 106, § 20, is a party which may involve the employment of laborers, workmen or mechanics shall contain a stipulation that no laborer, workman or mechanic working within this commonwealth, in the employ of the contractor, sub-contractor or other person doing or contracting to do the whole or a part of the work contemplated by the contractor shall be requested or required to work more than 8 hours in any 1 calendar day, and every such contract which does not contain this stipulation shall be null and void. [*Acts, 1909, c. 514, § 38, as am. by Acts, 1911, c. 494, § 2.*]

1195. Penalty. — Any agent or official of the commonwealth or of any county therein or of any city or town or any contractor or sub-contractor or any agent or person acting on behalf of any contractor or sub-contractor who violates any provision of this act shall be punished by a fine not exceeding one thousand dollars or by imprisonment for 6 months or both such fine and imprisonment for each offence. [*Acts, 1911, c. 494, § 3.*]

1196. Act not to apply in certain cases. — This act shall not apply to the preparation, printing, shipment and delivery of ballots to be used at a caucus, primary, state, city or town election, nor during the sessions of the general court to persons employed in legislative printing or binding; nor shall it apply at any time to persons employed in any state, county or municipal institution, on a farm, or in the care of the grounds, in the stable, in the domestic or kitchen and dining-room service or in store rooms and offices. [*Acts, 1911, c. 494, § 4.*]

1197. Nine hours a day's work, when. — In a city or town, which has not accepted the provisions of [*Acts, 1909, c. 514, § 42, as affected by Acts, 1911, c. 494*], nine hours shall constitute a day's work for all laborers, workmen and mechanics who are employed by or on behalf of such city or town. [*Acts, 1909, c. 514, § 43.*]

1198. Question of 8 hour day for municipal employees to be submitted to voters.¹ — In every city and town which has not formally accepted the provisions of R. L., c. 106, § 20, or of Acts, 1909, c. 514, § 42, as affected by Acts, 1911, c. 494, there shall be submitted to the voters at the next annual municipal election the following question, to be printed on the ballot: — "Shall this city (or town) accept the

¹ In 1914, acts were passed providing for the submission to the voters of Chicopee (c. 277), Fitchburg (c. 552) and Swampscott (c. 603) a referendum relative to an eight-hour day for city and town employees.

provisions of section forty-two of chapter five hundred and fourteen of the acts of the year nineteen hundred and nine, as affected by chapter four hundred and ninety-four of the acts of the year nineteen hundred and eleven, which provides that eight hours shall constitute a day's work for city or town employees?" If a majority of the voters voting thereon in any such city or town vote in the affirmative, the said section 42 and the said chapter 494 shall thereupon take effect in such city or town. [*Acts, 1913, c. 822, § 1.*]

1199. May be resubmitted if not accepted. — If the voters of a city or town do not accept the provisions aforesaid the question shall again be submitted to the voters in the 2nd year thereafter or in any 2nd year after failure to accept said provisions by the voters: *provided*, that a petition signed by voters equal in number to at least 25 per cent of the last preceding vote cast in the city or town for all candidates for governor of the commonwealth be presented to the clerk of the city or town 20 days at least before the day for voting on the question aforesaid, which day shall be the city or town election day. . . . [*Acts, 1913, c. 822, § 2.*]

1200. Town clerk to certify as to correctness of petition. — . . . It shall be the duty of the clerk of the city or town to examine the petition and certify to the correctness of the names and the number of the petitioners, and to provide for the submission of the question to the voters upon the city or town election day as aforesaid. [*Acts, 1913, c. 822, § 2.*]

1201. Hours of labor to be considered in state printing contract. — *Resolved*, That the attorney-general, the secretary of the commonwealth, the treasurer and receiver general, the auditor of the commonwealth, the clerk of the senate and the clerk of the house of representatives are hereby directed to advertise for proposals for the execution of all the printing and binding for the several departments of the government of the commonwealth, except office stationery and blank books without printed headings, for a term of 3 or 5 years from July 1, 1912. They shall take into consideration the circumstances and facilities of the several bidders for the work as well as the terms offered; they may reject any bids received, and they shall award the contract, to be based upon a working day of 8 hours for each week day, except that on Saturday the working day shall consist of 4 hours unless in the judgment of the official having supervision of the state printing, legislative or ballot work shall require a full day of 8 hours, and equal pay for equal work performed by men and women, at such rates as they shall decide to be equitable between employer and employed, and to such bidder as in their judgment the interests of the commonwealth may require; and they shall execute the contract in the name and behalf of the commonwealth. Bonds satisfactory to the said officers, to an amount not less than ten thousand dollars, shall be given by the party to whom the contract is awarded, to secure the faithful performance of the contract. [*Res., 1912, c. 30.*]

1202. Hours of labor of certain employees of prisons, etc. — The hours of labor of officers, watchmen and matrons employed by counties in the prisons and reformatory institutions of the commonwealth shall not exceed 8 a day, with the exceptions and subject to the provisions contained in Acts, 1911, c. 494, § 1 [see paragraph 1193, page 268], so far as the said exceptions and provisions are applicable. [*Acts, 1914, c. 623.*]

1203. Hours of labor for employees of county jails. — The hours of labor for employees of county jails and houses of correction shall not exceed 60 in each week and every employee of a county jail or house of correction whose duties require his

presence at such house of correction or county jail 7 days a week shall be given at least 2 days of vacation in each month, which shall be in addition to any annual vacation now or hereafter allowed to said employees, and shall be without loss of pay. A county officer who violates the provisions of this section by requiring an employee to work more than 60 hours in a week shall be punished by a fine of not less than twenty-five nor more than fifty dollars for each offence. [*Acts, 1909, c. 514, § 55.*]

1204. Hours of labor for officers, etc., of state penal institutions. — The hours of labor for officers, instructors, and employees of the state penal institutions shall not exceed sixty in each week; and every officer, instructor or employee [of the state penal institutions] whose duties require his presence at the institution 7 days a week shall be given at least 2 days' vacation in each month, which shall be in addition to the regular annual vacation and without loss of pay. Nothing in this section shall prevent the warden or superintendent, respectively, from requiring the services of all his officers, instructors and employees to assist in recapturing an escaped prisoner, or in any case of extraordinary emergency involving danger to property, to life, to public safety or to public health. [*Acts, 1909, c. 514, § 53.*]

1205. Additional officers authorized. — There may be employed at the state prison, the Massachusetts reformatory, and the reformatory prison for women, such officers in addition to the number allowed by law on December 1, 1908 as the prison commissioners shall consider necessary to carry out the purpose of the preceding section. [*Acts, 1909, c. 514, § 54.*]

1206. Hours of labor for members of fire departments. — Any city may by ordinance and any town may by by-law establish the hours of labor of the members of its fire department. [*Acts, 1909, c. 514, § 44.*]

VACATIONS, HALF HOLIDAYS AND "DAYS OFF."

1207. Vacations of members of police departments. — Members of the police department of every city and town which shall accept this act as hereinafter provided, except the city of Boston, shall be excused from duty for 1 day out of every 15 days, without loss of pay. The time and the manner of excusing members of police departments from duty, in accordance with the provisions of this act, shall be determined by the chief, superintendent or other officer or board at the head of the police department. A member so excused shall be exempt from duty and from attendance at a police station or other place, but otherwise shall be subject to all laws, rules and regulations relating to members of the department to which he belongs. [*Acts, 1911, c. 210, § 1.*]

1208. Time of taking vacations, etc. — The chief, superintendent or other officer or board at the head of the police department of any city or town, except the city of Boston, shall have authority, in case of any public emergency, or of any unusual demand for the services of the police in that city or town, to prevent any member of the department from taking the day off herein provided for at the time when he is entitled thereto, or at the time assigned therefor, provided that such day off shall be granted to him as soon thereafter as is practicable. In no case shall the number of such days off be less than 24 in each calendar year, and they shall be in addition to any annual vacation now or hereafter allowed to members of the said departments, and such annual vacation shall not be diminished on account of the days off herein provided for. [*Acts, 1911, c. 210, § 2.*]

1209. Time of taking effect. — This act shall take effect in any city upon its acceptance by the city council or corresponding board of the city, and in any town upon its acceptance by the selectmen of the town. [*Acts, 1911, c. 210, § 3, as am. by Acts, 1911, c. 625.*]

1210. "Day off" for members of Boston police department. — Subject to the provisions of this act, members of the regular and reserve police force of the city of Boston shall be relieved of police duties, without loss of pay, once in each 15 days, for a period of not less than 24 consecutive hours except for the time required to answer at roll call immediately before the beginning or immediately after the end of a tour of duty. The time and the manner of such relief shall be determined in each instance by the police commissioner of the city of Boston, or, under his authority, by the superintendent of police or other superior officer or officers. A member so relieved shall be exempt for the time from actual police service and from presence for duty, but otherwise shall be subject during such relief to all laws, rules, orders and regulations for the government of the force which may be in effect from time to time. Should the exigencies of the service, in the judgment of the commissioner, or of the superintendent or other superior officer authorized thereto by the commissioner, require at any time that a member of the force should be deprived of his period of relief or that it should be curtailed, the time so lost shall be made up to him as soon thereafter as may be practicable. [*Acts, 1907, c. 513, § 1.*]

1211. The police commissioner to enforce provisions of act. — The police commissioner of the city of Boston, on receipt of the notice from the secretary of the commonwealth hereinafter provided for, shall prepare to put the provisions of section one of this act into effect within six months thereafter. For that purpose he is hereby authorized and directed to appoint in the manner now prescribed by law such additional members of the police force, including the reserve, as he shall deem necessary to carry out the provisions of this act. [*Acts, 1907, c. 513, § 2.*]

1212. "Day off" for members of fire departments. — Members of the fire department of every city shall be excused from duty for one day out of every 5 days, without loss of pay. The time and the manner of excusing members of fire departments from duty, in accordance with the provisions of this act, shall be determined by the chief, or other officer or board at the head of the fire department. [*Acts, 1912, c. 546, § 1.*]

1213. Firemen's "day off" in cases of emergency may be cancelled. — The chief, or other officer or board at the head of the fire department of any city shall have authority, in case of any public emergency, to prevent any member of the department from taking the day off herein provided for [see preceding paragraph] at the time when he is entitled thereto, or at the time assigned therefor, provided that such day off shall be granted to him as soon thereafter as is practicable, and such days shall be in addition to any annual vacation now or hereafter allowed to the members of said departments, and such annual vacation shall not be diminished on account of the days off herein provided for. [*Acts, 1912, c. 546, § 2.*]

1214. Time of taking effect. — This act shall be submitted to the voters of every city, except the cities of Boston and Brockton, at the annual city election in the current year [1912], and shall take effect in any city upon its acceptance by a majority of the voters voting thereon; otherwise it shall not take effect. If in any such city the said election for the current year shall have been held prior to the passage

of this act, this act shall be submitted to the voters of such city at the annual city election in the following year. [*Acts, 1912, c. 546, § 3.*]

1215. Saturday half-holiday for certain employees of commonwealth. — All laborers, workmen and mechanics employed by the commonwealth in any capacity, or by any officer, board or commission on behalf of the commonwealth, who are permanent employees or who have been certified by the civil service commission and whose services can be dispensed with, shall be given a half-holiday on every Saturday in the year, without loss of pay. [*Acts, 1914, c. 688, § 1.*]

1216. Saturday half-holiday question to be submitted to voters. — This act shall be submitted for acceptance to the voters of the commonwealth at the state election in the present year in answer to the question, to be printed on the official ballot for use at said election, "Shall an act passed by the general court in the year nineteen hundred and fourteen to make Saturday a half-holiday, without loss of pay, for laborers, workmen and mechanics employed by or on behalf of the commonwealth and otherwise to regulate their employment, be accepted?"

YES.	
NO.	

If a majority of the voters voting thereon vote in the affirmative, this act shall take effect; otherwise, it shall be void. [*Acts, 1914, c. 688, § 3.*]

(NOTE: The above act, Acts, 1914, c. 688, was accepted in all the counties of the commonwealth.)

1217. Half-holiday for certain laborers and mechanics, etc. — Laborers and mechanics in the permanent service of the metropolitan water and sewerage board or the metropolitan park commission, except those employed in the pumping stations of the metropolitan water and sewerage board and at the bath-houses under the control of the metropolitan park commission, shall be given a half holiday each week during the months of April, May, June, July, August and September, without loss of pay, and, if practicable, the half holiday shall be on Saturday. If, however, the public service so requires, the metropolitan park commission and the metropolitan water and sewerage board may at any time during the year give to the laborers and mechanics in their permanent service, in lieu of the said half holidays, days off duty without loss of pay equivalent in time to the half holidays which would otherwise be given under this act. [*Acts, 1912, c. 528, § 1, as am. by Acts, 1914, c. 455.*]

1218. Vacations for laborers employed by cities and towns. — All persons classified as laborers, or doing the work of laborers, and regularly employed by cities or towns for more than one year, shall be granted a vacation of not less than two weeks during each year of their employment, without loss of pay. [*Acts, 1914, c. 217, § 1.*]

1219. Act to be submitted to voters. — This act shall be submitted to the voters of each of the cities and towns of the commonwealth at the next annual state election for their acceptance or rejection, and shall take effect in any city or town upon its acceptance by a majority of the voters voting thereon in the affirmative. [*Acts, 1914, c. 217, § 2.*]

PREFERENCE TO CITIZENS.

1220. Citizens of the commonwealth to have preference in public employment. — In all work of any branch of the service of the commonwealth, or of any city or town therein, citizens of the commonwealth shall be given preference. [*Acts, 1914, c. 600, § 1.*]

1221. Non-citizens not to be placed on civil service lists. — The civil service commission shall not place upon its lists, any person not a citizen of the United States. [*Acts, 1914, c. 600, § 2.*]

1222. Provisional appointment of non-citizens to terminate, etc. — If an appointing officer, because of the non-existence of a list of eligible appointees, appoints under provisional authority from the civil service commission a person not a citizen of the United States, he shall discharge the person so appointed and appoint from the eligible list whenever the civil service commission establishes a list of the proper class. [*Acts, 1914, c. 600, § 3.*]

1223. Enforcement of dismissal, etc. — Whenever the attention of the civil service commission shall be called by complaint on the part of any citizen of the commonwealth to the employment of a non-citizen when there is a list of eligibles existing, the commission shall take steps to enforce the dismissal of such non-citizen and the appointment in his place from the suitable eligible list. [*Acts, 1914, c. 600, § 4.*]

1224. Penalty for unlawful employment of non-citizen. — Whenever it shall appear that any appointing officer has had due notice of unlawful employment of a non-citizen and that the said appointing officer has continued such employment for ten days after such notice, he shall be subject to a fine of not less than ten nor more than one hundred dollars for each offence. [*Acts, 1914, c. 600, § 5.*]

1225. Preference to citizens in construction of public works. — In the employment of mechanics and laborers in the construction of public works by the commonwealth, or by a county, city or town, or by persons contracting therewith, preference shall be given to citizens of the commonwealth, and, if they cannot be obtained in sufficient numbers, then to citizens of the United States; and every contract for such works shall contain a provision to this effect. . . . Any contractor who knowingly and wilfully violates the provisions of this [paragraph] shall be punished by a fine of not more than one hundred dollars for each offence. [*Acts, 1909, c. 514, § 21, as am. by Acts, 1914, c. 474, § 1.*]

1226. Board of labor and industries to enforce provisions. — The board of labor and industries shall enforce the provisions of [the preceding section]. . . . [*Acts, 1914, c. 474, § 2.*]

CORRUPT PRACTICES.

1227. Public officers not to solicit contributions for political purposes. — No councillor, member of the general court, alderman or councilman, or any officer or employee of any of said bodies, and no executive or judicial officer of the commonwealth, no clerk or employee of any department or branch of the government of the commonwealth and no executive officer, clerk or employee of any department of a city shall personally solicit or receive, directly or indirectly, or be concerned in soliciting or receiving, any assessment, subscription or contribution for any political purpose whatever; but this shall not forbid such persons to be members of political organizations or committees. [*R. L., c. 19, § 26.*]

1228. Solicitations forbidden in official buildings. — No person shall solicit in any manner whatever or receive any contribution of money or other thing of value for any political purpose whatever in a room or building occupied for the performance of official duties by an officer or employee of the commonwealth or of any city herein. [*R. L., c. 19, § 27.*]

1229. Public officers, etc., not to be affected by refusal to contribute. — No officer or employee of the commonwealth or of any city or town wherein this chapter is in force, shall discharge, promote, or degrade an officer or employee, or change his official rank or compensation, or promise or threaten so to do, for giving, withholding or neglecting to make a contribution of money or other valuable thing for a political purpose. [*R. L., c. 19, § 28.*]

1230. Gifts for political object forbidden. — No officer, clerk or other person in the service of the commonwealth or of any city or town wherein [*R. L., c. 19, the civil service*] is in force shall, directly or indirectly, give or deliver to an officer, clerk or person in said service, or to any councillor, member of the general court, alderman, councilman or commissioner, any money or other valuable thing on account of, or to be applied to, the promotion of any political object whatever. [*R. L., c. 19, § 29.*]

1231. Coercion of political action forbidden. — No person in the service of the commonwealth or of any city or town wherein [*R. L., c. 19*] is in force shall use his official authority or influence to coerce the political action of any person or body, or to interfere with any election. [*R. L., c. 19, § 30.*]

1232. Persons in the public service not required to contribute to political fund. — No person in the public service shall, for that reason, be under obligation to contribute to any political fund, or to render any political service, and shall not be removed or otherwise prejudiced for refusing to do so. [*R. L., c. 19, § 31.*]

1233. Corrupt methods of procuring nominations, etc., prohibited. — No person holding a public office or in nomination for, or seeking a nomination for, or appointment to, an office, shall corruptly use or promise to use, directly or indirectly, any official authority or influence to confer upon any person, or to aid a person to obtain, an office or public employment, or a nomination, confirmation, promotion or increase of salary, upon the consideration or condition that the vote, political influence or action of any person shall be given or used in behalf of a candidate, officer or party, or upon any other corrupt condition or consideration. [*R. L., c. 19, § 32.*]

1234. Refreshments at public expense regulated. — No city shall pay a bill incurred by any official thereof for wines, liquors or cigars; nor shall a city pay a bill for refreshments furnished to an official of said city if the amount for any one day exceeds one dollar for each member of the government of said city who certifies over his own signature to the correctness of the bill. [*R. L., c. 19, § 33.*]

MISCELLANEOUS.

1235. Right of employee in public work to select lodging, etc. — Every employee in public work shall lodge, board and trade where and with whom he elects, and no person or his agents or employees under contract with the commonwealth, a municipal corporation or a county, or with a board, commission or officer acting therefor, for the doing of public work shall, directly or indirectly, require, as a condition of employment therein, that the employee shall lodge, board or trade at a particular place or with a particular person. The provisions of this section shall be made a part of the contract for such employment, and whoever violates the provisions thereof shall be punished by a fine of not more than one hundred dollars for each offence. [*Acts, 1909, c. 514, § 20.*]

1236. Height and weight of members of fire departments. — No regulations concerning the height or weight of persons who shall be eligible to become members

of the fire department in any city or town shall be made or enforced except by the city council of the city or by the selectmen of the town. [*Acts, 1904, c. 194, as am. by Acts, 1911, c. 352.*]

1237. Qualifications of inspectors of masonry construction. — Persons employed by the commonwealth, or by any metropolitan board or commission, or by any county, city or town, as inspectors of masonry construction, shall have had at least three years practical experience in masonry construction, but shall not be required to have technical knowledge as engineers, architects or draftsmen, unless they have other duties for which such knowledge is necessary. The provisions of this section shall apply only to persons whose principal duty is the inspection of masonry construction, consisting of stone, brick or substitutes therefor. [*Acts, 1914, c. 540, § 1.*]

RAILROAD LABOR.

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HOURS OF LABOR AND "DAYS OFF."

1238. Hours of labor on steam railroads. — (NOTE: — The hours of labor for steam railroad employees actually engaged in or connected with the movement of any train used in the transportation of passengers or property from one state to another, are provided for in the Acts of the 59th Congress, 2d session, chapter 2939, 1906-7.)

1239. Hours of labor of motormen, conductors, etc. — A day's work for all conductors, guards, drivers, motormen, brakemen and gatemen who are employed by or on behalf of a street railway or elevated railway company shall not exceed 9 hours, and shall be so arranged by the employer that it shall be performed within 11 consecutive hours. No officer or agent of any such company shall require from said employees more than 9 hours' work for a day's labor. Threat of loss of employment or threat to obstruct or prevent the obtaining of employment by the employees, or threat to refrain from employing any employee in the future shall be considered coercion and "requiring", within the meaning of this section. But nothing herein shall prevent an employee of the character mentioned in this act, if he so desires, from working more hours than those prescribed in the act for extra compensation. [*Acts, 1906, c. 463, Pt. III, § 95, as last am. by Acts, 1913, c. 833, § 1.*]

1240. Penalty. — A company which violates any provision of this act shall forfeit for each offence not less than one hundred dollars nor more than five hundred dollars. [*Acts, 1912, c. 533, § 3, as am. by Acts, 1913, c. 833, § 2.*]

1241. Not to affect existing contracts. — This act shall not affect any written contract existing at the date of its passage. [*Acts, 1913, c. 833, § 4.*]

1242. Hours of labor of certain steam railroad employees. — Employees in and about steam railroad stations in this commonwealth designated as baggagemen, laborers, crossing-tenders and the like, shall not be employed for more than 9 working hours in 10 hours' time; the additional hour to be allowed as a lay-off. [*Acts, 1914, c. 746, § 1.*]

1243. Penalty. — Any employer, agent, officer or other person who violates any provision of [the preceding section] shall be punished by a fine not exceeding one hundred dollars for each offence. [*Acts, 1914, c. 746, § 2.*]

1244. Days of rest for towermen, etc. — Every person employed as signalman, towerman, leverman, agent, train dispatcher, telegrapher or telephone operator in a railroad signal tower or railroad station, and every other person employed by a railroad in the operating of trains by the use of the telegraph, telephone or signal and interlocking switching machines shall be allowed 2 days of 24 hours each in every calendar month for rest with regular compensation; except in a case of extraordinary emergency caused by accident, fire, flood, or danger to life or property, in which case

the said period of rest shall be allowed after the emergency is past. [*Acts, 1914, c. 723, § 1.*]

1245. Penalty. — Any violation of the provisions of [the preceding section] shall be punished by a fine of not less than one hundred dollars for each offence. [*Acts, 1914, c. 723, § 2.*]

SAFETY MEASURES.

1246. Investigations of railroad accidents. — The [public service commission, see *Acts, 1913, c. 784, § 1*] shall investigate the causes of any accident on a railroad or railway which results in loss of life; and of other accidents which, in its judgment, require investigation. [*Acts, 1906, c. 463, Pt. I, § 11.*]

1247. Complaints by an employee of defects in equipment. — An employee may make complaint in writing to the [public service commission] of a defect in the ways, works, machinery or appliances of a railroad or railway, and the name of the complainant shall not be divulged. [*Acts, 1906, c. 463, Pt. I, § 12.*]

1248. Inspection of property, etc. — The [public service] commission may, either through its members or responsible agents, engineers, inspectors or examiners duly authorized by it, enter upon any premises occupied by any common carrier for any purpose consistent with the provisions of this act. It may inspect the property, equipment, buildings, plants, factories, power-houses, ducts, conduits and offices of any common carrier. It shall have the right in connection with such inspection by its members, inspectors or experts to have such service, of the sort proffered by the common carrier, performed for it as it may reasonably require, including the right to ride upon any locomotive, car or steamship while in service, and to have, upon reasonable notice, the use of an inspection locomotive or car whenever that is necessary in the opinion of the commission, for a physical inspection of all or any of the lines and stations of any railroad or railway under its supervision. [*Acts, 1913, c. 784, § 13.*]

1249. Inspectors to examine equipments, etc. — Railroad and street railway inspectors . . . shall, under the direction of the [public service commission], examine the roadbed, tracks, crossings, stations, rolling stock, machinery, equipments, appliances and grounds used in or in connection with the operation of railroads or street railways; and if they are considered by an inspector not to be in compliance with the requirements of law, or to be in such condition as to endanger the safety of the public or of employees, he shall so report in writing to said [commission], which, if it considers it necessary, shall give notice to the corporation or company, or to the persons who own or operate the railroad or street railway, of such failure to comply with the requirements of the law or of such defects, with such recommendation as it may consider necessary or proper. [*Acts, 1906, c. 463, Pt. I, § 56.*]

1250. Investigation of accidents. — An inspector shall, under the direction of the [public service commission], investigate as promptly as may be any accident upon a railroad or street railway, or resulting from the operation thereof, which causes the death or imperils the life of a passenger, employee or other person, and shall report thereon to said [commission]. He shall attend the inquest held in the case of any such death by accident, and may cause any person who has knowledge of the facts or circumstances connected with such death to be summoned as a witness to testify at the inquest. [*Acts, 1906, c. 463, Pt. I, § 57.*]

1251. Locomotive engineers, employment of. — No person shall act as a

locomotive engineer unless he shall have been employed 2 years as a locomotive fireman or as an engineer's helper, or, prior to the passage of this act [June 1911], shall have been employed as a locomotive engineer. [*Acts, 1911, c. 539, § 1.*]

1252. Conductors, employment of. — No person shall act as a conductor on a railroad train unless he shall have been employed as a brakeman for 2 years, or, prior to the passage of this act [June 1911], shall have been employed as a conductor on a railroad train. [*Acts, 1911, c. 539, § 2.*]

1253. Causing the violation of either of the preceding sections forbidden. — No person shall knowingly engage, promote, require, persuade, prevail upon, or cause any person to act in violation of either of the preceding sections. [*Acts, 1911, c. 539, § 3.*]

1254. Engine hostlers not included. — Nothing in this act shall be construed as applying to the operation of locomotive engines by engine hostlers in or around engine houses. . . . [*Acts, 1911, c. 539, § 4.*]

1255. Persons without prescribed qualifications may be employed. — . . . In the event of the disability of an engineer or conductor on the road, railroad companies may employ persons without the qualifications prescribed by this act, but only for the purpose of reaching a terminal station. [*Acts, 1911, c. 539, § 4.*]

1256. Penalty. — Any violation of the provisions of this act [*Acts, 1911, c. 539*] shall be punished by imprisonment for not more than 1 year, or by a fine of not more than five hundred dollars, or by both such imprisonment and fine, and each day's violation shall constitute a separate offence. [*Acts, 1911, c. 539, § 5.*]

1257. To affect standard gauge roads only. — This act [*Acts, 1911, c. 539*, entitled, "An act relative to the employment of locomotive engineers and conductors by railroad corporations"] shall apply to standard gauge railroads only. [*Acts, 1911, c. 539, § 6.*]

1258. Color blindness, examination for. — A railroad corporation shall not employ any person or keep him in its employ in a position which requires the employee to distinguish form or color signals, unless he has been examined for color blindness or other defective sight by a competent person employed by the corporation and has received a certificate that he is not disqualified for such position by color blindness or other defective sight. A railroad corporation which violates the provisions of this section shall forfeit one hundred dollars. [*Acts, 1906, c. 463, Pt. II, § 179.*]

1259. Safety switches. — Every switch which is laid in a railroad track used by passenger or mixed trains shall be a safety switch of a type approved in writing by the [public service commission]. For each switch laid in violation of the provisions of this section, the railroad corporation shall forfeit two hundred dollars, and the further sum of five dollars for each day such switch is maintained. [*Acts, 1906, c. 463, Pt. II, § 141.*]

1260. Blocked switches. — The frogs, switches and guard rails, except guard rails on bridges, which are in or connected with the railroad tracks operated or used by any railroad corporation shall be kept so blocked by some method approved by the [public service commission] as to prevent employees from being caught therein. A railroad corporation which violates the provisions of this section shall be punished by a fine of not less than ten nor more than one hundred dollars for each offence. [*Acts, 1906, c. 463, Pt. II, § 142.*]

1261. Bridge guards. — Every railroad corporation, at every bridge or other

structure, any portion of which crosses the railroad above the track, shall erect and maintain, in a manner prescribed by the [public service commission], suitable bridge guards, of a type approved by said [commission], except at places where, and so long as, it is specially exempted from the duty of so doing by said [commission]. A corporation which neglects to comply with the provisions of this section shall forfeit fifty dollars for each month's neglect. Whoever wilfully destroys or breaks any such bridge guard shall be punished by a fine of not more than one hundred dollars or by imprisonment for not more than 30 days. [*Acts, 1906, c. 463, Pt. I, § 143, as am. by Acts, 1913, c. 161.*]

1262. Electricity and other motive power. — A railroad corporation which is subject to the provisions of [Acts, 1906, c. 463] may operate its railroad by electricity, or by such other power as may duly be approved by the [public service commission.] [*Acts, 1906, c. 463, Pt. II, § 157, as am. by Acts, 1910, c. 355.*]

1263. Brakes and brakemen. — Every railroad corporation shall cause a sufficient brake to be attached to every car used upon its railroad for the transportation of passengers, and to every car used for the transportation of freight, except four-wheel cars used only for freight; and shall cause at least one brakeman for every two cars in a passenger train to be stationed thereon, and one brakeman for the last car of every freight train to be stationed thereon. A corporation which violates the provisions of this section shall forfeit not more than one hundred dollars. [*Acts, 1906, c. 463, Pt. II, § 158.*]

1264. Safety appliances for freight trains. — A railroad corporation, in moving traffic between points in this commonwealth, shall not use any locomotive which is not equipped with a power driving wheel brake and appliances for operating the train brake system; nor run any train in such traffic unless a sufficient number of cars in it are so equipped with power or train brakes that its speed can be controlled by the engineer of the locomotive which is drawing such train, without the use of the common hand brakes by the brakemen. When such corporation has equipped a sufficient number of its cars with such power or train brakes, it may lawfully refuse to receive from connecting lines of railroad any cars used in such traffic which are not sufficiently equipped with such power or train brakes as will work and readily interchange with the brakes in use on its own cars. [*Acts, 1906, c. 463, Pt. II, § 159.*]

1265. Safety couplers on freight cars. — A railroad corporation which operates a railroad or any portion thereof within this commonwealth shall cause to be placed upon both ends of every freight car owned by it and which it may lawfully use such automatic or other safety coupler as the [public service commission], after an examination and test, may prescribe, and said [commission] may annul any such requirement made by it. The supreme judicial court, upon the application of the attorney-general, may enforce the provisions of this section. [*Acts, 1906, c. 463, Pt. II, § 160.*]

1266. Automatic couplers for freight cars. — A railroad corporation, in moving traffic between points in this commonwealth, shall not haul or use, or permit to be hauled or used, on its lines any car which is not equipped with couplers coupling automatically by impact, and uncoupling otherwise than by going between the cars. [*Acts, 1906, c. 463, Pt. II, § 161.*]

1267. Grab irons. — A railroad corporation, in moving traffic between points in this commonwealth, until otherwise ordered by the [public service commission], shall not use any car, except flat cars equipped with automatic couplers, which is

not provided with secure grab irons or hand holds on the ends and sides for greater security to men in coupling and uncoupling cars. [*Acts, 1906, c. 463, Pt. II, § 162.*]

1268. Standard height of draw bars for freight cars. — The standard height of drawbars for freight cars, measured perpendicularly from the level of the top of the rails to the centers of the drawbars, shall be $34\frac{1}{2}$ inches for standard gauge railroads and 26 inches for narrow gauge railroads, with a maximum variation from such standard height, in either case, of 3 inches between the drawbars of empty and loaded cars; and no freight car with drawbars which do not comply with the above standard, whether loaded or unloaded, shall be used in moving traffic between points in this commonwealth. [*Acts, 1906, c. 463, Pt. II, § 163.*]

1269. Penalty. — A railroad corporation which violates any of the provisions of sections 159, 161, 162, and 163 [paragraphs 1264, and 1266 to 1268], shall, for each offence, forfeit one hundred dollars, which shall be recovered in an action of tort to the use of the commonwealth by the attorney-general or the district attorney for the district in which such offence was committed. [*Acts, 1906, c. 463, Pt. II, § 164.*]

1270. Limiting scope of previous paragraphs. — The provisions of [paragraphs 1264 and 1266 to 1269], inclusive, shall not apply to trains composed of four-wheel cars, or to locomotives used in hauling such trains. [*Acts, 1906, c. 463, Pt. II, § 165.*]

1271. Tools to be carried with trains. — Every railroad corporation shall equip each of its trains, for use in case of accident, with 2 car replacers, 2 jack screws, 2 crowbars, 1 pinch bar, 1 claw bar, 1 spike hammer, 2 sharp axes, and ropes or chains suitable for hauling cars; and shall also equip each car of every passenger train which is owned or regularly used by it, including mail and baggage cars, with 2 sets of tools, consisting of an axe, a sledge hammer, a crowbar, hand saw and pail, which shall be maintained in good condition, and 1 set of which shall be kept upon the inside and the other upon the outside of every such car, in a convenient place and in a manner approved by the [public service commission]; but 1 set shall be sufficient if so placed as to be accessible both from the inside and outside of such car. A corporation which violates the provisions of this section shall forfeit five hundred dollars. [*Acts, 1906, c. 463, Pt. II, § 168.*]

1272. Safeguards against fire. — Every passenger, baggage, mail and express car, which is owned or regularly used on any railroad in this commonwealth, shall be provided with such safeguards against fire as the [public service commission] in writing shall order. A corporation which violates the provisions of this section shall forfeit three hundred dollars for each offence. [*Acts, 1906, c. 463, Pt. II, § 169.*]

1273. Further appliances. — The [public service commission] may require a railroad corporation to equip its cars with such other appliances as, in the judgment of said board, are necessary for the further protection of life in all passenger trains used in this commonwealth. [*Acts, 1906, c. 463, Pt. II, § 180.*]

1274. Testing of locomotive boilers. — The [public service commission] may make and revise regulations for testing boilers of locomotives used by railroad corporations, by other corporations, and by persons, firms or associations upon any railroad or railway within the commonwealth, and every person, firm, association and corporation other than a railroad corporation so using a locomotive shall inform said [commission] in writing on or before June 30 of each year of the number of locomotives so used by him or it, together with the length of track of such railroad or railway, its location and uses, and such other information as the [commission] may

require. The provisions of this section shall apply to railroads for private use authorized by section 251 of Part II of this act. Tests under regulations made as aforesaid shall, if possible, be made by the master mechanic of the corporation, association, person or firm which constructs, repairs or uses the boiler of the locomotive, and the report of such test shall be in form satisfactory to the [commission]. A corporation, association, firm or person using a locomotive in this commonwealth the boiler of which has not been tested in accordance with the provisions of this section shall be punished by a fine of twenty dollars for every day after notice by the [commission] during which such use continues. [*Acts, 1906, c. 463, Pt. II, § 173, as am. by Acts, 1909, c. 348.*]

1275. Number of men forming a train crew. — Whenever the [public service] commission shall be of opinion, after a hearing had upon its own motion or upon complaint, that the number of men forming a train crew of any train operating in the commonwealth is not sufficient to operate said train for the safety of the public and the employees of the railroad, it shall thereupon order such changes as it may deem necessary. [*Acts, 1913, c. 784, § 24.*]

1276. Penalty for negligence of railroad employees. — If an engineer, fireman or other agent of a railroad corporation is guilty of negligence whereby an injury is done to a person or corporation, he shall be punished by a fine of not more than two thousand dollars, or by imprisonment for not more than 12 months. [*Acts, 1906, c. 463, Pt. II, § 243.*]

1277. Penalty for gross negligence. — Whoever, having the management of or control of a railroad train while being used for the common carriage of persons, is guilty of gross negligence in or in relation to the management or control thereof, shall be punished by a fine of not more than five thousand dollars or by imprisonment for not more than 3 years. [*Acts, 1906, c. 463, Pt. II, § 244.*]

1278. Street railway cars to be equipped with safety devices. — A street railway company shall equip its cars, when in use, with such headlights, fenders, wheel guards, brakes, emergency tools and other safety devices as may be required by the [public service commission] and said [commission] may modify its requirements. [*Acts, 1906, c. 463, Pt. III, § 90, as last am. by Acts, 1913, c. 357.*]

1279. Street cars to be equipped with lifting jacks, etc. — All street railway cars operated in this commonwealth, whether used for the carriage of passengers or for other purposes, shall be equipped with an emergency lifting jack and with such other emergency tools as may be approved by the [public service commission.] [*Acts, 1913, c. 598, § 1.*]

1280. Penalty. — Any company, its officers or employees, operating a street railway car in the use of which this act [*Acts, 1913, c. 598*] is violated, shall be punished by a fine of not less than fifty nor more than one hundred dollars. [*Acts, 1913, c. 598, § 2.*]

1281. Enclosed platforms on street cars. — Every street car in use for the transportation of passengers in December, January, February and March, which, while in motion requires the constant care or service of an employee upon its platforms or upon one of them, shall, except as provided in [*Acts, 1906, c. 463, Pt. III, § 93*], have said platforms or platform inclosed in such manner as to protect the motormen, conductors or other employees who operate such car from exposure to wind and weather in such manner as the [public service commission] shall approve. [*Acts, 1906, c. 463, Pt. III, § 92.*]

1282. Penalty. — A street railway company which fails or neglects to comply with the provisions of [the preceding section, and of Acts, 1906, c. 463, Pt. III, § 93] shall be punished by a fine of not more than one hundred dollars for each day during which such neglect continues. [Acts, 1906, c. 463, Pt. III, § 94.]

1283. Negligence of person having care of public conveyance. — Whoever, having the management or control of or over a steamboat or other public conveyance which is used for the common carriage of persons, is guilty of gross negligence in or relative to the management or control of such steamboat or other public conveyance, while being so used for the common carriage of persons, shall be punished by a fine of not more than five thousand dollars or by imprisonment in jail for not more than 3 years. [R. L., c. 207, § 30.]

1284. Explosives on railroad tracks. — It shall be unlawful for a railroad or railway corporation and for any officer or employee thereof to use or deposit a torpedo or other explosive upon or near the tracks of any railroad or railway for the purpose of signalling or otherwise, unless there is plainly and conspicuously stamped or otherwise permanently marked thereon in a manner approved by the [public service commission] a word or words indicating that such torpedo or other explosive is dangerous. [Acts, 1908, c. 495.]

INJURIES TO RAILROAD EMPLOYEES.

(Certain of the provisions of the employers' liability act which refer *specifically* to railroad employees are, for convenience, repeated in this section. For the text of the employers' liability act and the workmen's compensation act, both of which, by their general provisions, affect railroad employees, see under Workmen's Compensation and Employers' Liability, pages 113 to 136.)

1285. Railroad employees have rights to compensation. — If personal injury is caused to an employee, who, at the time of the injury, is in the exercise of due care by reason of:

1st, A defect in the condition of the ways, works or machinery connected with or used in the business of the employer, which arose from, or had not been discovered or remedied in consequence of, the negligence of the employer or of a person in his service who had been entrusted by him with the duty of seeing that the ways, works or machinery were in proper condition; or,

2nd, The negligence of a person in the service of the employer who was entrusted with and was exercising superintendence and whose sole or principal duty was that of superintendence, or, in the absence of such superintendent, of a person acting as superintendent with the authority or consent of such employer; or,

3rd, The negligence of a person in the service of the employer who was in charge or control of a signal, switch, locomotive engine, elevated train or train upon a railroad or elevated railway;

The employee, or his legal representatives, shall, subject to the provisions of [§§ 128 to 135 inclusive of the Acts of 1909, c. 514, see page 113], have the same rights to compensation and of action against the employer as if he had not been an employee, nor in the service, nor engaged in the work, of the employer.

A car which is in use by, or which is in possession of, a railroad corporation, or an elevated car which is in use by or which is in possession of an elevated railway corporation, shall be considered as a part of the ways, works or machinery of the corporation which uses or has it in possession, within the meaning of clause one of

this section, whether it is owned by such corporation or by some other company or person. One or more cars which are in motion, whether attached to an engine or not, shall constitute a train within the meaning of clause three of this section, and whoever, as a part of his duty for the time being, physically controls or directs the movements of a signal, switch, locomotive engine, elevated train or train shall be deemed to be a person in charge or control of a signal, switch, locomotive engine, elevated train or train within the meaning of said clause. [*Acts, 1909, c. 514, § 127.*]

1286. Action if death follows conscious suffering. — If the injury described in the preceding section results in the death of the employee, and such death is not instantaneous or is preceded by conscious suffering, and if there is any person who would have been entitled to bring an action under the provisions of the following section, the legal representatives of said employee may, in the action brought under the provisions of the preceding section, recover damages for the death in addition to those for the injury; and in the same action under a separate count at common law, may recover damages for conscious suffering resulting from the same injury. [*Acts, 1909, c. 514, § 128.*]

1287. Widow or next of kin to have right of action. — If, as the result of the negligence of an employer himself, or of a person for whose negligence an employer is liable under the provisions of section 127, an employee is instantly killed, or dies without conscious suffering, his widow or, if he leaves no widow, his next of kin, who, at the time of his death, were dependent upon his wages for support, shall have a right of action for damages against the employer. [*Acts, 1909, c. 514, § 129.*]

1288. Liability of railroad corporation on death of employee by accident. — . . . If an employee of a railroad corporation, being in the exercise of due care, is killed under such circumstances as would have entitled him to maintain an action for damages against such corporation if death had not resulted, the corporation shall be liable in the sum of not less than five hundred nor more than ten thousand dollars, in the same manner as it would have been if the deceased had not been an employee. But no executor or administrator shall, for the same cause, avail himself of more than one of the remedies given by the provisions of this section. [*Acts, 1906, c. 463, Pt. I, § 63, as last am. by Acts, 1912, c. 354.*]

1289. Recovery of damages for conscious suffering. — In any civil action brought under the provisions of Acts, 1906, c. 463, Pt. I, § 63, as amended by Acts, 1912, c. 354, § 1 [concerning loss of life through the negligence of a railroad or a street railway corporation], damages may be recovered under a separate count at common law for conscious suffering resulting from the same injury, but any sum so recovered shall be held and disposed of by the executors or administrators as assets of the estate of the deceased. [*Acts, 1911, c. 635.*]

1290. Assumption of risk by railroad employee. — An employee of a railroad corporation who is injured by any locomotive, car or train which is used contrary to the provisions of Acts, 1906, c. 463, Pt. II, §§ 159, 161, 162, 163 [see paragraphs 1264 and 1266 to 1268 incl.], shall not be deemed to have assumed the risk of such injury, although he continues in the employment of such corporation after the unlawful use of such locomotive, car or train has been brought to his knowledge. An employee of a railroad corporation who is injured by any locomotive, car or train by reason of the negligence of any other employee of the corporation shall not be deemed to have assumed the risk of such injury. [*Acts, 1909, c. 514, § 143.*]

1291. Railroad companies to give notice of accidents. — Every railroad

corporation and street railway company shall give immediate notice of an accident on its railroad or railway, which results in a loss of life, to the medical examiner of the county who resides nearest to the place of accident, and shall also, within 24 hours, give notice to the [public service commission] of any such accident or of any accident of the description of accidents of which said board may require notice to be given. For each omission to give such notice, the corporation or company shall forfeit not more than one hundred dollars. [*Acts, 1906, c. 463, Pt. I, § 62.*]

1292. Assault on or interference with train or street car crews. — Whoever wilfully throws or shoots a missile at a locomotive engine, or railroad or street railway car or train, or at a person on such engine or car or train, or in any way assaults or interferes with a conductor, engineer, brakeman, or motorman, while in the performance of his duty on or near such engine, or car or train, shall be punished by a fine of not more than one hundred dollars, or by imprisonment for not more than one year, or by both such fine and imprisonment. A person so offending may be arrested without a warrant by an officer authorized to serve criminal process, and kept in custody in jail or other convenient place not more than twenty-four hours, Sundays and legal holidays excepted, at or before the expiration of which time he shall be taken before a proper court or magistrate, and proceeded against according to law. [*Acts, 1906, c. 463, Pt. I, § 66.*]

1293. Issue of passes to injured employees of railroad corporations. — Railroad corporations are hereby authorized to issue passes for free transportation to former employees who have been injured in the service of the corporation issuing the pass. The pass shall state the nature of the injury, shall not be transferable, and shall be forfeited if used, or attempted to be used, in violation of the conditions of the pass, or if it was obtained by misrepresentation. [*Acts, 1912, c. 488.*]

LIENS FOR LABOR FOR RAILROAD CONSTRUCTION.

1294. Right of action against street railway companies. — A person to whom a debt is due for labor performed or for materials furnished and actually used in constructing a street railway under a contract with a person, other than the street railway company, who has authority from or is rightfully acting for such company in furnishing such labor or materials shall have a right of action against such company to recover such debt with costs, except as provided in the four following sections.

A person who has contracted to construct the whole or a specified part of such street railway shall not have such right of action.

A person shall not have such right of action for labor performed, unless, within thirty days after ceasing to perform it, he files in the office of the clerk of a city or town in which any of said labor was performed a written statement, under oath, of the amount of the debt so due to him and of the name of the person or persons for whom and by whose employment the labor was performed. Such right of action shall not be lost by a mistake in stating the amount due; but the claimant shall not recover as damages a larger amount than is specified in said statement as due him with interest thereon.

A person shall not have such right of action for materials furnished, unless, before beginning to furnish them, he files in the office of the clerk of the city or town in which any of the materials were furnished, in the manner provided for filing the statement mentioned [above], a written notice of his intention to claim such right.

Such action shall not be maintained unless it is begun within sixty days after the plaintiff ceased to perform such labor or to furnish such materials. [*Acts, 1906, c. 463, Pt. III, §§ 117 to 121 inclusive.*]

1295. Right of action against steam railroads. — A person to whom a debt is due for labor performed or for materials furnished and actually used in constructing a railroad under a contract with a person other than the railroad corporation, who has authority from or is rightfully acting for such corporation in furnishing such labor or materials shall have a right of action against such corporation to recover such debt with costs, except as [follows]:

A person who has contracted to construct the whole or a specified part of such railroad shall not have such right of action.

A person shall not have such right of action for labor performed, unless, within thirty days after ceasing to perform it, he files in the office of the clerk of a city or town in which any of said labor was performed a written statement, under oath, of the amount of the debt so due to him and of the name of the person or persons for whom and by whose employment the labor was performed. Such right of action shall not be lost by a mistake in stating the amount due; but the claimant shall not recover as damages a larger amount than is named in said statement as due to him, with interest thereon.

A person shall not have such right of action for materials furnished, unless, before beginning to furnish them, he files in the office of the clerk of the city or town in which any of the materials were furnished a written notice of his intention to claim such right, in the manner provided for filing the statement named [above].

Such action shall not be maintained unless it is begun within sixty days after the plaintiff ceased to perform such labor or to furnish such materials. [*Acts, 1906, c. 463, Pt. II, §§ 218 to 222 inclusive.*]

MISCELLANEOUS.

1296. Weekly payment of wages. — Every person, firm or corporation engaged in carrying on a . . . railroad or street railway . . . or the construction or repair of any railroad, street railway, . . . shall pay weekly each employee engaged in his or its business the wages earned by him to within six days of the date of said payment, but any employee leaving his or her employment, shall be paid in full on the following regular pay day; and any employee discharged from such employment shall be paid in full on the day of his discharge. . . . [*Acts, 1909, c. 514, § 112, as last am. by Acts, 1914, c. 247.*]

1297. Railroad corporations may be exempt. — . . . The [public service commission], after a hearing, may exempt any railroad corporation from paying weekly any of its employees if it appears to the [commission] that such employees prefer less frequent payments, and that their interests and the interests of the public will not suffer thereby. No corporation, contractor, person or partnership shall by a special contract with an employee or by any other means exempt himself or itself from the provisions of this and the following [paragraph]. Whoever violates the provisions of this [or the preceding paragraph] shall be punished by a fine of not less than ten nor more than fifty dollars. [*Acts, 1909, c. 514, § 112, as am. by Acts, 1914, c. 247.*]

1298. Prosecution. — The [state board of labor and industries] may make a complaint against any person for a violation of the provisions of the [two] preceding

[paragraphs]. Complaints for such violation shall be made within thirty days after the date thereof, and, on the trial, no defence for failure to pay as required, other than the attachment of such wages by the trustee process or a valid assignment thereof or a valid set-off against the same, or the absence of the employee from his regular place of labor at the time of payment, or an actual tender to such employee at the time of payment of the wages so earned by him, shall be valid. The defendant shall not set up as a defence a payment of wages after the bringing of the complaint. An assignment of future wages which are payable weekly under the provisions of this act shall not be valid if made to the person from whom such wages are to become due or to any person on his behalf or if made or procured to be made to another person for the purpose of relieving the employer from the obligation to pay weekly. The word "person" in this [paragraph] shall include the corporations, contractors, persons and partnerships described in the [two] preceding [paragraphs]. [*Acts, 1909, c. 514, § 113.*]

1299. Certain minors may not engage in railroad work. — No minor under eighteen years of age shall be employed or permitted to work: . . . (5) at switch tending; (6) at gate tending; (7) at track repairing; (8) as a brakeman, fireman, engineer, motorman or conductor upon a railroad or railway; . . . [*Acts, 1913, c. 831, § 5.*]

1300. Railroads, etc., not to require indemnity from employees. — A corporation which is engaged in carrying passengers or in transporting freight for hire shall not require or receive from a person who is employed or about to be employed by it a bond or other security, either with or without surety, to indemnify such corporation against loss or damage to other persons or to property resulting from the act or neglect of such person, except a bond to account for money or other property of such corporation. A corporation or a person in its behalf who violates the provisions of this section shall be punished by a fine of not more than fifty dollars for the first offence and of not more than one hundred dollars for each subsequent offence. [*Acts, 1909, c. 514, § 24.*]

1301. Employment by public service corporations restricted. — No railroad, street railway, electric light, gas, telegraph, telephone, water or steamboat company shall appoint, promote, reinstate, suspend or discharge any person employed or seeking employment by any such company at the request of the governor, lieutenant governor, or any member or member elect of the council or of the general court, or candidate therefor, justice of the supreme judicial court, justice of the superior court, judge of probate, justice of a police, district or municipal court, district attorney, member or member elect of a board of county commissioners, or candidate for county commissioner, member or member elect of a board of aldermen, or selectmen, or city council, or any executive, administrative or judicial officer, clerk or employee of any branch of the government of the commonwealth or of any county, city or town; nor shall any such public officer or body, or any member or member elect thereof or candidate therefor, directly or indirectly advocate, oppose, or otherwise interfere in, or make any request, recommendation, endorsement, requirement or certificate relative to, and the same, if made, shall not be required as a condition precedent to, or be in any way regarded or permitted to influence or control, the appointment, promotion, reinstatement or retention of any person employed or seeking employment by any such corporation, and no such person shall solicit, obtain, exhibit, or otherwise make use of any such official request, recommendation, certificate or endorsement in con-

nection with any existing or desired employment by a public service corporation. Any person or corporation violating the provisions of this section shall be punished by a fine of not less than fifty dollars nor more than one hundred dollars for each offence. [*Acts, 1909, c. 514, § 25.*]

1302. Public offices defined. — The offices of probation officer, notary public and justice of the peace, prison officer, agent of the prison commissioners and agent of the state board of charity shall not be considered public offices within the meaning of the preceding [paragraph.] [*Acts, 1909, c. 514, § 26.*]

1303. Railroad employees may form relief corporations. — Seven or more persons, a majority of whom are residents of this commonwealth, being employees of any railroad corporation or street railway company, organized under the laws of this commonwealth, may, in accordance with the provisions of R. L., c. 125, §§ 3 to 6, inclusive, form a corporation for the purpose of receiving, managing and applying such property and funds as it may receive by contribution, assessment or otherwise for the improvement and benefit of its members and for their relief and the relief of their families in case of sickness, injury, inability to labor, or other cases of need. [*Acts, 1906, c. 463, Pt. I, § 46.*]

1304. By-laws, approval of. — The by-laws of such corporation shall be approved by the [public service commission], and shall prescribe the manner in which, and the officers and agents by whom, the purpose of its incorporation may be carried out, and also the manner in which its property may be invested. Such corporation shall annually, and as often as may be required by the [public service commission], render to said [commission] such statements of its membership and financial transactions and such other information relative thereto as said [commission] may consider necessary for a proper exhibit of its business and standing. Said [commission] may verify such statement by an examination of the books and papers of the corporation; and whoever, having charge or custody of such books and papers, neglects to comply with the provisions of this section shall be punished by a fine of not more than five hundred dollars. [*Acts, 1906, c. 463, Pt. I, § 47.*]

1305. Railroad corporation may associate with employees in forming relief corporation. — A railroad corporation which operates a railroad or portion thereof in this commonwealth, or a street railway company, may, by vote of its directors, associate itself with 7 or more of its employees in forming a corporation under the provisions of section 46 [see paragraph 1303], or may, upon the invitation of any such society, become a member thereof, and may aid such corporation by contributions to its funds or otherwise. The by-laws of such corporation shall provide for the manner in which the railroad corporation or street railway company shall vote and be represented in said corporation. The funds of such corporation shall not be liable to attachment by the trustee process, or be liable to be taken on execution or on any other process, legal or equitable, to satisfy any debt or liability of the railroad corporation or street railway company or of any member of the corporation.¹ [*Acts, 1906, c. 463, Pt. I, § 48.*]

1306. Certain railroad employees exempt from jury duty. — A person qualified to vote for representatives to the general court shall be liable to serve as a juror, except that the following persons shall be exempt: . . . conductors and engine drivers of railroad trains . . . [R. L., c. 176, § 1.]

1307. Free passes to officers and employees, etc. — No common carrier shall,

¹ See Acts 1909, c. 514, § 135, page 115, paragraph 585.

directly or indirectly, issue or give any free service, free tickets, free pass or free transportation for passengers or property between points within this commonwealth; but nothing in this act shall be held to prohibit any railroad corporation or street railway company from giving free or reduced rate service to policemen, letter carriers and firemen while in uniform or engaged in the discharge of their duties; nor to prohibit any common carrier from giving free or reduced rate service to its employees, or in cases of public emergency, or for such charitable purposes as may be approved by the [public service] commission; nor to prohibit any telephone or telegraph company, unless the commission shall otherwise order, from giving service at reduced rates to the commonwealth or to any city or town; nor shall this act be held to prohibit the commissioners, their experts, inspectors and counsel from being transported over the railroads and the railways of this commonwealth free of charge while engaged in the performance of their duties; nor shall this act be held to prohibit the giving by any such common carrier of free or reduced rate service to the classes defined and provided for in the act of congress entitled "An act to regulate commerce" and acts amendatory thereof. [*Acts, 1913, c. 784, § 18, as am. by Acts, 1914, c. 679.*]

1308. Certain railroad employees exempt from enrolment in the militia.

— In addition to the persons exempted by the laws of the United States from enrolment in the militia, the following persons shall also be absolutely exempt: . . . conductors and engine drivers of railroad trains. . . . [*Acts, 1908, c. 604, § 3.*]

1309. Business of the Railway Mail Association in this commonwealth. —

The Railway Mail Association is hereby authorized to conduct its business in this commonwealth until October 1st, 1915, provided, that it only pays benefits for death or disability resulting from accident, and limits its membership to persons engaged in the railway mail service at the time of their admission to the association, without conforming to the provisions of Acts, 1911, c. 628. [*Acts, 1914, c. 534.*]

1310. Sales by children upon street cars. —

If a street railway company, its agent or servant, allows a child under the age of ten years to enter upon or into any of its cars for the purpose of selling newspapers or other articles therein or offering them for sale, it shall forfeit fifty dollars for each offence, which shall be recovered by any person by an action brought within three months after the offence has been committed. [*Acts, 1906, c. 463, Pt. III, § 89.*]

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INDOOR LABOR.

1311. Prisoners employed. — Prisoners in the state prison shall be constantly employed for the benefit of the commonwealth, but no prisoner shall be employed in engraving. [*R. L., c. 225, § 26.*]

1312. Removal of prisoners. — . . . [The prison commissioners] may remove prisoners from the Massachusetts reformatory, the state farm, and the jails and houses of correction to the [Prison Camp and Hospital] for prisoners and may, at any time, return them to the place of imprisonment from which they were removed. [*R. L., c. 225, § 96, as am. by Acts, 1905, c. 240, § 1.*]

1313. Prison officials may establish industries in their institutions. — The prison commissioners and the warden of the state prison, the superintendent of the Massachusetts reformatory, of the reformatory prison for women or of the state farm, masters, keepers or superintendents of jails and houses of correction, or of any other penal institution of the commonwealth, or of any county, shall determine the industries which shall be established and maintained in the respective institutions which are under the control of said officers. The prisoners in said institutions shall be employed in said industries under regulations which shall be established by the prison commissioners, but no contract shall be made for the labor of prisoners, except that, with the approval of the prison commissioners, prisoners may be employed in cane seating and the manufacture of umbrellas under the "piece price system," so-called. [*R. L., c. 225, § 43.*]

1314. May employ instructors. — The warden, superintendent, master or keeper of any institution described in the preceding section may, with the approval of the prison commissioners, appoint such superintendents and instructors to instruct the prisoners in said industries as he and the prison commissioners shall consider necessary. Such superintendents and instructors shall have the same authority relative to the prisoners as the subordinate officers of the institution in which they are employed. Their compensation shall be fixed and they may be removed by the warden, superintendent, master or keeper, with the approval of the prison commissioners. [*R. L., c. 225, § 44.*]

1315. Classification in prisons. — The prison commissioners may, with the approval of the governor and council, provide for grading and classifying the prisoners in the state prison and in the Massachusetts reformatory and may establish rules for dealing with the prisoners in the state prison according to their conduct and industry and with the prisoners in the Massachusetts reformatory according to their conduct, industry in labor and diligence in study. [*R. L., c. 225, § 15.*]

1316. Industries at Massachusetts reformatory. — [The prison commissioners] and the superintendent of the Massachusetts reformatory shall endeavor to establish in said reformatory such industries as, within the provisions of this chapter, will enable prisoners employed therein to learn valuable trades. [*R. L., c. 225, § 46.*]

1317. Limitation of prison industries. — The number of prisoners in all the

institutions named in section 43 [see paragraph 1313] who may be employed in the industries hereinafter named, shall be limited as follows: in the manufacture of brushes, not more than 80; in the manufacture of cane chairs with wood frames, not more than 80; in the manufacture of clothing other than shirts or hosiery, not more than 375; in the manufacture of harnesses, not more than 50; in the manufacture of mats, not more than 20; in the manufacture of rattan chairs, not more than 75; in the manufacture of rush chairs, not more than 75; in the manufacture of shirts, not more than 80, and they shall be women; in the manufacture of shoes, not more than 375; in the manufacture of shoe heels, not more than 125; in the manufacture of trunks, not more than 20; in stone cutting, not more than 150; in laundry work, not more than 100. [*R. L., c. 225, § 47.*]

1318. Limit number to be employed in any one industry. — Not more than 30 per cent of the number of inmates of any penal institution which has more than 100 inmates shall be employed in any one industry, except cane seating and the manufacture of umbrellas. [*R. L., c. 225, § 48.*]

1319. Application of preceding sections. — The provisions of the two preceding sections shall not apply to prisoners who are engaged in the manufacture of goods for use in the penal or public charitable institutions or hospitals of the commonwealth, of the counties thereof or of the cities described in section 45 [see paragraph 1330]. [*R. L., c. 225, § 49.*]

1320. Prison instructors to be under civil service rules. — *R. L., c. 19* [civil service] and acts in amendment thereof, and the rules established thereunder, shall apply to all persons employed as instructors in the state prison and in the Massachusetts reformatory. [*Acts, 1912, c. 597, § 1.*]

1321. Defining term "instructors." — The term "instructors" as used in this act [*Acts, 1912, c. 597*] shall include all persons employed as instructors in the state prison and in the Massachusetts reformatory under the provisions of *R. L., c. 225, § 44*, and all other employees in said institutions having prisoners under their charge. [*Acts, 1912, c. 597, § 2.*]

1322. Employment of female prisoners. — The [prison] commissioners may, with the consent of a woman who is serving a sentence in the reformatory prison for women or in a jail or house of correction, and with the consent of the county commissioners, if she is in a jail or house of correction, contract to have her employed in domestic service for such term, not exceeding her term of imprisonment, and upon such conditions, as they consider proper with reference to her welfare and reformation. If, in their opinion, her conduct at any time during the term of the contract is not good, they may order her to return to the prison from which she was taken. [*R. L., c. 225, § 69.*]

1323. Preparation of road material. — The prison commissioners may cause the prisoners in any jail or house of correction to be employed within the precincts of the prison in preparing material for road making; but no machine except such as is operated by hand or foot power shall be used in connection with such employment. [*R. L., c. 225, § 59.*]

1324. Sale of road material. — Material so prepared may be sold to the county commissioners or to city and town officers who have the care of public roads. All material not so sold shall be purchased by the Massachusetts highway commission, at such price as they determine is fair and reasonable, for use on state highways; but the prison commissioners may cause any of said prisoners to be employed upon

material furnished by said highway commission, who shall then pay for the labor of preparation such price as may be agreed upon by said prison commissioners and said highway commission. [*R. L., c. 225, § 61.*]

1325. Outside labor for private parties forbidden. — Prisoners in the state prison, the Massachusetts reformatory, the reformatory prison for women, the state farm, the [Prison Camp and Hospital] for prisoners, or in any jail or house of correction, may be employed in the custody of an officer in caring for public lands and buildings, but no prisoner shall be employed outside the precincts of the place of his imprisonment in doing work of any kind for private persons. [*R. L., c. 225, § 29, as am. by Acts, 1905, c. 244.*]

1326. Inmates to be employed. — Every person who has been committed to a work house shall, if able to work, be kept diligently employed in labor during the term of his commitment. . . . [*R. L., c. 30, § 21.*]

1327. Bids for piece price contracts. — If the prison commissioners and the warden, superintendent, master or keeper of any institution named in section 43 [see paragraph 1313] consider the employment of prisoners or a part of them upon the piece price plan expedient, they shall advertise for bids therefor, which shall be opened publicly, and a copy and record thereof shall be kept by the prison commissioners. If said officers consider it inexpedient to accept any of such bids, contracts may be made with other persons. Copies of all contracts for the employment of prisoners shall be kept by the prison commissioners, and shall at all times be open to public inspection. [*R. L., c. 225, § 50.*]

1328. Sale of manufactured goods. — Goods which have been manufactured in any of the institutions named in section 43 [see paragraph 1313] shall, with the approval of the prison commissioners, in such manner as they shall from time to time prescribe, be sold by the warden, superintendent, master or keeper thereof at not less than the wholesale market price which prevails at the time of sale for goods of the same description and quality; but this provision shall not apply to goods furnished to public institutions for the use of the inmates thereof. The proceeds of such sales shall be paid by the purchasers to the respective institutions from which the goods are delivered. [*R. L., c. 225, § 52.*]

1329. Supply of articles to institutions. — The warden, superintendent, master or keeper of each institution named in section 43 [see paragraph 1313] shall make a full report to the prison commissioners when and as they require relative to the labor of the prisoners. The prison commissioners shall from time to time send to them, to the principal officers of public institutions which are described in section 45 [see paragraph 1330], to the auditor of the commonwealth and to the auditing and disbursing officers of each county and city, a list of such articles and materials as can be produced by the labor of the prisoners. The warden, superintendent, master, keeper or principal officer of any such institution in which such articles or materials are needed shall apply therefor to the prison commissioners upon forms to be provided by them. The prison commissioners shall thereupon forthwith inform him in what institutions they are produced, and he shall purchase them from any institution so designated. If they are needed immediately and are not on hand, the prison commissioners shall forthwith so notify him, and he may purchase them elsewhere; but a bill for articles or materials named in said list which are so purchased shall not be paid unless it is accompanied by a certificate of the prison commissioners that they could not be supplied from any of said institutions. [*R. L., c. 225, § 54.*]

1330. Articles for use in public departments to be produced by labor of prisoners. — The prison commissioners shall, as far as possible, cause such articles and materials as are used in the public institutions, offices and departments of the commonwealth, of the several counties, and of the cities and towns which are established, maintained or supported, wholly or in part, by the appropriation of public money, to be produced by the labor of prisoners in the institutions named in section 43 [see paragraph 1313]. [*R. L., c. 225, § 45, as am. by Acts, 1912, c. 565, § 1.*]

1331. Certain terms construed. — Wherever the words "public institution", appear in the law relative to making goods by the labor of prisoners, as contained in *R. L., c. 225* and in *Acts, 1910, c. 414*, they shall be construed to include every office, department or institution of the commonwealth, of any county, or of any city or town. The words "superintendent, officers and principal officers in charge", as used in said chapters, shall include the heads of all offices and departments. [*Acts, 1912, c. 565, § 3.*]

1332. City of Boston may purchase prison-made goods. — . . . Nothing in *Acts, 1909, c. 486, § 30*, relative to the administration of the city of Boston, shall affect the purchase from the prisons of such articles and materials as may be needed by the public institutions of that city. [*Acts, 1910, c. 414, § 6.*]

1333. List of articles produced to be furnished, etc. — In January of each year the prison commissioners shall send to the auditor of the commonwealth, to the auditing and disbursing officers of the several counties, and to the auditor and treasurer of each city and town, a list of the articles and materials that can be produced by the labor of prisoners for the use of public institutions, offices and departments of the commonwealth, of the counties, and of the cities and towns. No bill for any such articles or materials purchased for the use of said institutions, offices or departments, otherwise than from a prison, or from another institution, shall be allowed or paid unless it is accompanied by a certificate from the prison commissioners showing that a requisition therefor has been made and that the goods cannot be supplied from the prisons. [*Acts, 1910, c. 414, § 5, as am. by Acts, 1912, c. 565, § 2.*]

1334. Duties of state board of charity relative to certain prison-made goods. — The state board of charity, upon the application of the prison commissioners, may establish the style, designs and qualities of the articles and materials to be made by the labor of prisoners for use in the public institutions of towns, as provided by *R. L., c. 225, § 45, as am. by Acts, 1912, c. 565*. [*Acts, 1913, c. 724.*]

1335. Making of goods for the use of public institutions by the labor of prisoners. — For the purpose of determining the styles, designs and qualities of articles and materials to be made by the labor of prisoners for use in the public institutions in accordance with *R. L., c. 225, § 45* [see paragraph 1330], the superintendents of institutions for the insane, the superintendents of other charitable institutions, and the officers in charge of penal and reformatory institutions, respectively, shall hold meetings annually in October. The day and place of each of said meetings shall be assigned by the prison commissioners who shall give to the officers concerned at least 10 days' notice thereof. If a superintendent or officer in charge is unable to be present at a meeting he may delegate one of his assistants to attend in his behalf. Each meeting shall organize by the choice of a chairman and clerk; and within one week after the meeting, these officers shall formally notify the prison commissioners of the styles, designs and qualities adopted by the meeting for use in each class of institutions. The expense of attending any of said meetings shall be repaid to the respective

officers in the same way as other travelling expenses are paid; and any other expense of the meetings shall be paid from the Prison Industries Fund upon the approval of the prison commissioners. [*Acts, 1910, c. 414, § 1.*]

1336. Descriptive list of styles, designs, etc., to be issued. — In November of each year the prison commissioners shall issue to said superintendents and officers in charge a descriptive list of the styles, designs and qualities of said articles and materials; and the requisitions named in [paragraph 1329] shall conform to the said list, unless it appears that the needs of an institution demand a special style, design or quality. Any difference between the prison officials and the institutions in regard to styles, designs and qualities shall be submitted to arbitrators whose decision shall be final. One of said arbitrators shall be named on behalf of the prison by the chairman of the prison commissioners, one by the principal officer of the other institution concerned, and one by agreement of the other two. The arbitrators shall be chosen from the official service and shall receive no compensation for performance of any duty under this act; but their actual and necessary expenses shall be paid by the prison or other institution against which their award is given. [*Acts, 1910, c. 414, § 2.*]

1337. Estimate of styles, designs, etc., to be sent to the prison commissioners annually. — Annually in December the principal officers of all public institutions included by the terms of R. L., c. 225, § 45 [see paragraph 1330], shall send to the prison commissioners an estimate of the quantities of the articles and materials that will be needed for their respective institutions during the ensuing calendar year. Said estimates shall generally observe the styles, designs and qualities named in the descriptive list; and if any special style is desired in considerable quantity, the estimate shall contain a request that the prison commissioners will arrange for the manufacture of such special articles as may be needed. [*Acts, 1910, c. 414, § 3.*]

1338. Prices to conform to wholesale market rates, etc. — The price of all articles and materials supplied by the prisons to the public institutions named in this act shall conform as nearly as may be to the wholesale market rates for similar goods manufactured outside of the prisons. Any difference of opinion in regard to price may be submitted to arbitration in the manner provided in [paragraph 1336]. [*Acts, 1910, c. 414, § 4.*]

1339. Prison book, etc. — Each jailer and master of a house of correction shall have a prison book, in which he shall keep an account of the value of the labor of the prisoners. . . . [*R. L., c. 225, § 7.*]

1340. Receipts from the labor of prisoners. — The receipts from the labor of prisoners in the state prison, the Massachusetts reformatory, the reformatory prison for women and the state farm shall be paid into the treasury of the commonwealth monthly, and the receipts from the labor of prisoners in a jail or house of correction shall be paid into the county treasury monthly, and so much thereof as is necessary to pay the expense of maintaining the industries in said institutions shall be expended therefrom for that purpose; but not until schedules of such expenses have been sworn to by the warden or superintendent and approved by the prison commissioners. Whenever in the opinion of the auditor of the commonwealth the accumulated funds in the treasury of the commonwealth from the receipts from the labor of prisoners in the state prison, the Massachusetts reformatory, the reformatory for women and the state farm, exceed the sums necessary to pay the expense of maintaining the industries by which they were produced, the auditor of the commonwealth shall

direct that the surplus be transferred from these accounts and used for the support of the several institutions wherein the industries are maintained. Receipts from any one of the institutions shall be applied to paying the bills of that institution only. The warden or superintendent of the state prison, Massachusetts reformatory, reformatory prison for women or state farm shall, as often as he has in his possession money to the amount of ten thousand dollars which he has received under the provisions of [R. L., c. 225, §§ 43 to 55 inclusive, relating to the labor of prisoners], pay it into the treasury of the commonwealth, and the master or keeper of a jail or house of correction shall, as often as he has in his possession such money to the amount of five thousand dollars, pay it into the county treasury. [*R. L., c. 255, § 56, as am. by Acts, 1914, c. 669.*]

1341. Enlargement of shops, etc. — With the approval of the governor and council, the prison commissioners may expend from the Prison Industries Funds, such sums as are needed to rearrange or enlarge the shops for the purpose of carrying out the provisions of [R. L., c. 225]. They may also employ such additional help as the governor and council shall approve to make the needed arrangements with the institutions and departments that are concerned in the law relative to making goods for public use. [*Acts, 1912, c. 565, § 4.*]

1342. Penalty. — Any officer who wilfully refuses or neglects to comply with the provisions of this or of any other act relative to the purchase of articles and materials from the prisons, shall be liable to a penalty of not more than one hundred dollars. [*Acts, 1912, c. 565, § 5.*]

1343. Agents for aiding discharged prisoners. — The prison commissioners may employ an agent for aiding prisoners who have been discharged from the state prison. . . . Said agents shall endeavor to secure employment for prisoners who have been permanently discharged or released on permit from the state prison or the Massachusetts reformatory, provide said prisoners with needed assistance, and perform such other duties relative to such discharged or released prisoners as the board requires. . . . The commissioners may expend not more than three thousand dollars annually for the assistance of prisoners discharged from the state prison and not more than five thousand dollars annually for the assistance of prisoners discharged from the Massachusetts reformatory or from any institution to which he was removed from said reformatory. [*R. L., c. 225, § 136, as am. by Acts, 1903, c. 212, § 1.*]

1344. Female agent. — The commissioners may also employ, . . . a woman as their agent in rendering assistance to female prisoners discharged from the prisons in this commonwealth. She shall counsel and advise them, assist them in obtaining employment and, under the direction of the commissioners, may render them pecuniary aid. The commissioners may expend not more than three thousand dollars annually for the assistance of discharged female prisoners and may pay therefrom to the temporary asylum for discharged female prisoners, or to any charitable institution of a similar nature, such amount as they shall determine for the support of women charged with crime whose cases are disposed of without sentence. [*R. L., c. 225, § 137, as am. by Acts, 1905, c. 235.*]

1345. Annual report of agents. — The agent for aiding prisoners who have been discharged from the state prison and the agent for aiding discharged female prisoners shall annually, on or before October 15, make full and detailed statements to the commissioners of their doings for the year ending on the thirtieth day of Sep-

tember, which shall be included by the commissioners in their annual report. [*R. L., c. 225, § 140.*]

1346. Aid by county commissioners. — The county commissioners may provide a prisoner who is released from prison on probation with such amount of money as in their opinion can be wisely used to encourage his reformation, or they may pay it to a probation officer to be used for such prisoner. [*R. L., c. 225, § 141.*]

1347. Aid by keeper of jail, etc. — The master or keeper of a jail or house of correction may, with the approval of the county commissioners, expend such amount, not exceeding ten dollars, in aiding a prisoner discharged from his custody as in his opinion will assist such prisoner in his endeavor to reform. He may, in his discretion, pay it to the prisoner, or to some person selected by the master or keeper to be expended by him in behalf of the prisoner or for providing the prisoner with board, clothing, transportation or tools. The amount so paid by a master or keeper shall be allowed and paid by the county like other prison expenses. [*R. L., c. 225, § 142.*]

RECLAMATION OF LANDS.

1348. Reclaiming land by labor of prisoners. — During all times in which outdoor labor is practicable, inmates of penal institutions who are required to labor shall be employed, so far as is possible, in the reclamation of waste places, and in cultivating lands for raising produce to be used in public institutions. Prisoners so employed shall be at all times in the custody and under the direction of the prison officers. [*Acts, 1913, c. 633, § 1.*]

1349. Land for the Prison Camp and Hospital.¹ — The governor and council may purchase or otherwise take in fee any parcel of waste or unused land, not exceeding one thousand acres in area, for the purpose of reclaiming, improving and disposing of it for the benefit of the commonwealth. When land has been so taken, the governor and council shall cause a description thereof as certain as is required in an ordinary conveyance of land to be filed in the registry of deeds for the county or district in which the land lies, with a statement, signed by the governor, that it is taken on behalf of the commonwealth for the purposes described in this section. The act and time of filing such description shall be considered the act and time of taking such land, and shall be sufficient notice to all persons that the land has been so taken. The title to such land shall then vest in the commonwealth. [*R. L., c. 225, § 63.*]

1350. Establishment of prison camp. — After such land has been so taken, the prison commissioners, with the approval of the governor and council, shall cause iron buildings of cheap construction to be erected thereon for the accommodation of not more than one hundred prisoners. When such buildings are ready for occupancy, the governor may issue his proclamation establishing on such land a [Prison Camp and Hospital] for prisoners, and the prison commissioners may appoint a superintendent thereof, who shall hold his office at their pleasure, give such bond as they require, receive such salary as they determine and who shall have the custody of all prisoners removed thereto. The superintendent, with the approval of the prison commissioners, may appoint and determine the compensation of assistants, and they shall hold their office at his pleasure. [*R. L., c. 225, § 65.*]

1351. Employment of prisoners at Prison Camp and Hospital. — Prisoners who are removed to the [Prison Camp and Hospital] for prisoners shall be governed

¹ Name changed from "Industrial Camp for Prisoners" by Acts, 1906, c. 243.

and employed there under regulations made by the prison commissioners. The Massachusetts highway commission and the board of agriculture shall from time to time, at the request of the prison commissioners, give to them such information as may enable them to prosecute to the best advantage the work of reclaiming and improving waste land and of preparing material for road building by hand labor. [*R. L., c. 225, § 66, as am. by Acts, 1904, c. 243, § 1.*]

1352. Aiding discharged prisoners. — The prison commissioners may expend from the appropriation for aiding prisoners discharged from the Massachusetts reformatory such an amount as they consider advisable for aiding prisoners discharged from the [Prison Camp and Hospital]. [*Acts, 1904, c. 243, § 4.*]

1353. Disposition of improved land. — Land reclaimed or improved, as [provided in *R. L., c. 225*], may be applied to the use of the commonwealth, or it may be disposed of by the governor and council at public or private sale. Any road material prepared, as aforesaid, may be sold by the superintendent of said camp, with the approval of the prison commissioners, to the authorities of the commonwealth or of any county, city or town. [*R. L., c. 225, § 68.*]

1354. The commonwealth may acquire land for purpose of reclamation. — The state board of agriculture and the state board of health, acting as a joint board, are hereby authorized with the approval of the governor and council, to purchase or take by right of eminent domain in the name of the commonwealth for the purposes of this act [*Acts, 1913, c. 759, entitled "An Act to Provide for the Reclamation of Wet Lands"*], any tract or tracts of wet land, except salt marshes, together with such dry lands, if any, as may be necessary for access thereto. In carrying out the provisions of this act the said joint board may, in its discretion, determine that any of the powers and duties hereby conferred or imposed shall be exercised and performed by either one of the two boards composing the joint board. [*Acts, 1913, c. 759, § 1.*]

1355. Purchase, etc., of wet lands for reclamation. — The joint board established by *Acts, 1913, c. 759* [see preceding paragraph] may, in its discretion, in order further to carry out the purposes of said chapter, purchase any wet lands at a price not exceeding the assessed valuation thereof, and may accept on behalf of the commonwealth gifts of land to be drained and reclaimed as therein provided. The sellers or donors of such lands may reserve the right to buy back the land at any time within two years upon paying the price originally paid by the commonwealth, together with the amount expended in improvements and maintenance, and interest at the rate of four per cent per annum, but in the absence of a provision to that effect in the deed of purchase or gift the former owner shall not have such right, and the lands so acquired shall be offered for sale, in whole or in part, by the said joint board, at such time or times as it shall deem expedient, at a price not less than the cost of the land plus the cost of reclaiming the same, and interest at the rate of four per cent per annum. [*Acts, 1914, c. 596, § 1.*]

1356. Labor of prisoners may be employed. — . . . So far as is practicable, the labor of prisoners shall be employed in reclaiming the said lands, under such regulations and conditions as may be prescribed by the prison commissioners; and it is hereby made the duty of the prison commissioners to furnish such labor, upon request of the said joint board, whenever it is practicable for them to do so. The cost of transportation of prisoners to and from the place of labor and the cost of providing them with necessary meals while so employed shall be paid from the fund herein provided for. [*Acts, 1913, c. 759, § 4.*]

1357. Cultivation of reclaimed lands. — When said lands, or any convenient part thereof, shall have been drained and reclaimed, the said joint board shall cause the same to be cultivated for not less than two successive seasons, in such manner as in the opinion of the board will best demonstrate the value thereof for agricultural uses. The products of cultivation, except hay sold in the bale, shall not be sold in open market, but shall be used for the supply of public institutions, and such institutions shall pay to the joint board such sums for the said products as they would pay if the same were purchased in open market, and the sums so received shall be added to the sum herein provided for. [*Acts, 1913, c. 759, § 5, as am. by Acts, 1914, c. 596, § 2.*]

1358. Wet Lands Reclamation Fund. — The said joint board shall thereafter, at such time or times as it shall deem expedient, offer such lands for sale, in whole or in part, at a price not less than the cost of the land plus the cost of reclaiming the same. [See also paragraphs 1353 and 1355]. Any sums received from such sales shall be paid into the treasury of the commonwealth and credited to the ordinary revenue until the total amount expended under the provisions of this act has been refunded, after which the proceeds shall be credited to a fund to be known as the Wet Lands Reclamation Fund and shall be used for the reclamation of other tracts in the manner herein provided. [*Acts, 1913, c. 759, § 6.*]

1359. Expenditures. — In carrying out the provisions of this act, the said joint board may expend a sum not exceeding fifteen thousand dollars from the treasury of the commonwealth. This sum shall be in addition to any amounts received from the sale of products as aforesaid. [*Acts, 1913, c. 759, § 7.*]

1360. Same subject. — In carrying out the provisions of this act [*Acts, 1914, c. 596*], and of *Acts, 1913, c. 759* [relating to the reclamation of wet lands], the joint board may expend a sum not exceeding ten thousand dollars, from the treasury of the commonwealth, in addition to the sums authorized by [the preceding paragraph]. [*Acts, 1914, c. 596, § 3.*]

1361. County commissioners may purchase or lease land for purposes of cultivation, etc. — The county commissioners of any county may purchase or lease land with funds specifically appropriated therefor by the general court for the purpose of improving and cultivating it by the labor of prisoners from a jail or house of correction; and the said commissioners may also make arrangements with the officials of a city or town to work said prisoners on any highway or unimproved land, or with a private owner, to improve waste or unused land by means of such prison labor. When prisoners are so employed they shall be in the custody of the sheriff of the county. When land that is not the property of the county, or is a highway, is so improved, the owners thereof or those having in charge the highway shall pay to the county such sums as may be agreed upon between the county commissioners, sheriff, and the other parties in interest, for the labor of any prisoners employed thereon. [*Acts, 1913, c. 633, § 2, as am. by Acts, 1914, c. 180.*]

LEGAL HOLIDAYS.

1362. Legal holidays. — . . . The words "legal holiday" shall include the twenty-second day of February, the nineteenth day of April, the thirtieth day of May, the fourth day of July, the first Monday of September, the twelfth day of October, Thanksgiving day and Christmas day, or the day following when any of the four days first mentioned, the twelfth day of October or Christmas day occurs on Sunday; and the public offices shall be closed on all of said days. [*R. L., c. 8, § 5, clause 9, as last am. by Acts, 1911, c. 136.*]

1363. Work in mills, etc., on legal holidays. — No employee shall be required to work in any mill or factory on any legal holiday, except to perform such work as is both absolutely necessary and can lawfully be performed on the Lord's day. [*Acts, 1911, c. 151, § 1.*]

1364. Penalty. — Whoever violates the provisions of [the preceding section] shall be punished by a fine not exceeding five hundred dollars. [*Acts, 1911, c. 151, § 2.*]

1365. Making up time lost on account of a legal holiday. — It shall be unlawful to require or to request any person employed in a manufacturing or mechanical establishment to work more hours in any one day than is now limited by law, in order to make up time lost by reason of a legal holiday. [*Acts, 1913, c. 359, § 1.*]

1366. Penalty. — Whoever violates the provisions of [the preceding section] shall be punished by a fine not exceeding one hundred dollars for each offence. [*Acts, 1913, c. 359, § 2.*]

SUNDAY LABOR AND WEEKLY DAY OF REST.

(See also under Public Employment and Railroad Labor.)

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SUNDAY LABOR.

1367. "Lord's Day" defined. — The Lord's Day shall include the time from midnight to midnight. [*R. L., c. 98, § 16.*]

1368. Observance of Saturday as Sabbath. — Whoever conscientiously believes that the seventh day of the week ought to be observed as the Sabbath, and actually refrains from secular business and labor on that day, shall not be liable to the penalties of [*R. L., c. 98, § 2*, see following paragraph] for performing secular business and labor on the Lord's Day if he disturbs no other person. [*R. L., c. 98, § 4.*]

1369. Prohibition of labor, etc., except works of necessity, etc. — Whoever, on the Lord's Day, keeps open his shop, warehouse or workhouse, or does any manner of labor, business or work, except works of necessity and charity, or takes part in any sport, game, play or public diversion, except a concert of sacred music or an entertainment given in good faith by a religious or charitable society in aid of a religious or charitable purpose, the entire proceeds of which, if any, less only the necessary and reasonable expenses, not to exceed twenty-five per cent of such proceeds, are to be devoted exclusively to a religious or charitable purpose, shall be punished by a fine of not more than fifty dollars for each offence; and the proprietor, manager or person in charge of such game, sport, play or public diversion, except as aforesaid, shall be punished by a fine of not less than fifty nor more than five hundred dollars for each offence. [See preceding paragraph.] [*R. L., c. 98, § 2, as am. by Acts, 1904, c. 460, § 2.*]

1370. Certain occupations permitted on the Lord's Day. — The provisions of the preceding section shall not be held to prohibit the manufacture and distribution of steam, gas or electricity for illuminating purposes, heat or motive power, nor the distribution of water for fire or domestic purposes, nor the use of the telegraph or the telephone, nor the retail sale of drugs and medicines, nor articles ordered by the prescription of a physician or mechanical appliances used by physicians or surgeons, nor the retail sale of tobacco in any of its forms by licensed innholders, common victuallers, druggists and newsdealers whose stores are open for the sale of newspapers every day in the week, nor the retail sale of ice cream, soda water and confectionery by licensed innholders and druggists, and by such licensed common victuallers as are not also licensed to sell intoxicating liquors and who are authorized to keep open their places of business on the Lord's day, nor the operation of motor vehicles, nor the letting of horses and carriages or of yachts and boats, nor unpaid work on yachts and pleasure boats, nor the running of steam ferry boats on established routes, nor the running of street railway cars, nor the preparation, printing and publication of newspapers, nor the sale and delivery of newspapers, nor the wholesale or retail sale and delivery of milk, nor the transportation of milk, nor the making of butter and cheese, nor the keeping open of public bath houses, nor the making or selling by bakers or their employees, before ten o'clock in the morning and between the hours

of four o'clock and half past six o'clock in the evening, of bread or other food usually dealt in by them, nor the selling of kosher meat by any person who, according to his religious belief, observes Saturday as the Lord's day by closing his place of business during the day until six o'clock in the evening; and such person may open his place of business on the Lord's day for the sale of kosher meat between the hours of six o'clock in the morning and ten o'clock in the morning, nor the carrying on of the business of bootblacks before eleven o'clock in the forenoon, nor the digging of clams or the icing and dressing of fish. [R. L., c. 98, § 3, as last am. by Acts, 1914, c. 757.]

1371. Delivery of ice cream on the Lord's Day permitted. — The provisions of R. L., c. 98, § 2, as am. by Acts, 1904, c. 460, § 2 [paragraph 1369], shall not apply to the delivery of ice cream on the Lord's day. [Acts, 1908, c. 343, § 1.]

1372. Exposure of photographic plates, etc., on the Lord's Day regulated. — The provisions of R. L., c. 98, § 2, as am. by Acts, 1904, c. 460, § 2 [paragraph 1369], shall not be held to prohibit the exposure of photographic plates and films for pleasure on the Lord's day: *provided, however*, that the pictures to be made therefrom are not intended for sale, and are not sold. [Acts, 1908, c. 333, § 1.]

1373. Rule as to steamboat lines and trains. — The [public service commission] may authorize the running, on the Lord's Day, of such steamboat lines and such trains upon any railroad, as, in the opinion of the [commission], the public necessity and convenience require, having regard to the due observance of the day. [R. L., c. 98, § 14.]

1374. Rule as to steamboats. — The [public service commission] may, if in their opinion the public necessity, convenience, health or welfare so requires, authorize the running of steamboats on the Lord's Day for the entire year or any part thereof, upon such conditions as they deem judicious to prevent disorderly conduct or the disturbance of public worship; and may at any time revoke such authority. [R. L., c. 98, § 15.]

1375. Permit to labor on Sunday in cities and towns. — The police commissioner of the city of Boston, or any member of the police department having a rank not lower than that of captain and designated by said commissioner, or the chief of police of any other city or of any town, upon such terms and conditions as he deems reasonable may issue a permit for the performance on the Lord's day of necessary work or labor which, in his judgment, could not be performed on any other day without serious suffering, loss, damage, or public inconvenience. Such permit shall cover not more than one day and shall be issued not more than six days prior to the day for which it is issued. [Acts, 1909, c. 420, § 1.]

1376. Certain provisions of law not to apply. — The provisions of R. L., c. 98, § 2 [see paragraph 1369], shall not apply to any person working under, and complying with, the provisions of a permit granted as aforesaid. [Acts, 1909, c. 420, § 2.]

1377. Not a defense to certain actions. — The provisions of this chapter [R. L., c. 98, relating to the observance of the Lord's day] shall not constitute a defense to an action for a tort or injury suffered by a person on the Lord's Day. [R. L., c. 98, § 17.]

WEEKLY DAY OF REST.

1378. Employees to have one day's rest in seven. — Except in cases of emergency or except at the request of the employee, it shall not be lawful for any person, partnership, association or corporation to require an employee engaged in

any commercial occupation, or in the work of any industrial process, or in the work of transportation or communication, to do on the Lord's day the usual work of his occupation, unless such employee is allowed during the six days next ensuing twenty-four consecutive hours without labor. But the provisions of this section shall not be construed as authorizing any work on the Lord's day not now authorized by law; nor as applying to farm or personal service, to druggists, to watchmen, to superintendents or managers, to janitors, or to persons engaged in the transportation, sale or delivery of milk, food or newspapers. Whoever violates the provisions of this section shall be punished by a fine of not more than fifty dollars for each offence. [*Acts, 1907, c. 577, as am. by Acts, 1909, c. 514, § 52.*]

1379. One day's rest in seven in certain establishments. — Every employer of labor, whether a person, partnership or corporation, engaged in carrying on any manufacturing or mercantile establishment in this commonwealth as hereinafter defined, shall allow every person, except those specified in section 2, employed in such manufacturing or mercantile establishment at least 24 consecutive hours of rest in every 7 consecutive days. No employer shall operate any such manufacturing or mercantile establishment on Sunday, unless he shall have complied with the provisions of section 3; but this act shall not authorize any work on Sunday not now authorized by law. [*Acts, 1913, c. 619, § 1.*]

1380. Certain occupations excepted. — This act shall not apply to (a) janitors; (b) watchmen; (c) employees whose duties include no work on Sunday other than (1) setting sponges in bakeries; (2) caring for live animals; (3) maintaining fires; (4) caring for machinery; (5) employees engaged in the preparation, printing, publication, sale or delivery of newspapers; (6) any labor called for by an emergency that could not reasonably have been anticipated. [*Acts, 1913, c. 619, § 2.*]

1381. List of employees allowed to work on Sunday. — Before operating on Sunday, every employer shall post in a conspicuous place on the premises a schedule containing a list of his employees who are required or allowed to work on Sunday and designating the day of rest for each, and shall file a copy of such schedule with the state board of labor and industries. The employer shall promptly file with the said board a copy of every change in such schedule. No employee shall be required or allowed to work on the day of rest so designated for him. [*Acts, 1913, c. 619, § 3.*]

1382. Employer to keep time book. — Every employer to whose employees the provisions of this act apply shall keep a time book showing the names and addresses of all employees and the hours worked by each of them in each day, and such time book shall be open to inspection by the state board of labor and industries. [*Acts, 1913, c. 619, § 4.*]

1383. Definitions. — In this act "manufacturing establishments" and "mercantile establishments" shall have the meaning defined in Acts, 1909, c. 514, § 17, except that neither of said terms shall be held to include establishments used for the manufacture or distribution of gas, electricity, milk or water, hotels, restaurants, drug stores, livery stables or garages. [*Acts, 1913, c. 619, § 5.*]

1384. Penalty. — An employer who violates any provisions of [the five preceding sections] shall be punished by a fine of fifty dollars for each offence. [*Acts, 1913, c. 619, § 6.*]

1385. Repeal. — All acts and parts of acts inconsistent herewith are hereby repealed, but this act shall not be construed as repealing Acts, 1909, c. 420, or any part thereof. [*Acts, 1913, c. 619, § 7.*]

HOUSING.

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NOTE. — Because of the voluminous nature of the several building laws and of the numerous technicalities treated therein, the text of these laws has been omitted from this compilation. Reference has been made, however, not only to the more recent codifications of the laws governing the erection, maintenance, and repair of tenement houses in cities and in towns, but also to the recent codification of the building inspection laws of the commonwealth.

REFERENCES TO BUILDING LAWS.**BUILDING INSPECTION LAWS OF THE COMMONWEALTH.**

Chapter 655 of the Acts of 1913 provides for a codification of the building inspection laws of the commonwealth.

TENEMENT HOUSES IN CITIES.

Chapter 786 of the Acts of 1913, entitled "An Act relative to tenement houses in cities", provides for the erection, alteration, and maintenance of tenement houses in those cities (except Boston) which accept the act by vote of a majority of the members of each branch of the city council or corresponding body of that city present and voting thereon and upon approval of the mayor.

TENEMENT HOUSES IN TOWNS.

Chapter 635 of the Acts of 1912, entitled "An Act relative to tenement houses in towns", resembles closely in its essential features the act entitled "An Act relative to tenement houses in cities."

PREVENTION OF FIRES THROUGHOUT THE METROPOLITAN DISTRICT.

Chapter 795 of the Acts of 1914, entitled "An Act to provide for the better prevention of fires throughout the metropolitan district", provides for the appointment of a fire commissioner who shall in the prescribed district, have the power to license persons or premises, or to grant permits for or to inspect or regulate or restrain the keeping, storage, use, manufacture, sale, handling, transportation or other disposition of gunpowder, dynamite, nitroglycerine, camphine or any similar fluids or compounds, crude petroleum or any of its products, or any explosive or inflammable fluids or compounds, tablets, torpedoes, rockets, toy pistols, fireworks, firecrackers, or any other explosives, and the use of engines and furnaces described in R. L., c. 102, § 73.

1386. Commission to investigate building laws of the commonwealth. —

A commission of 5 persons shall be appointed by the governor, with the advice and consent of the council, to investigate the various statutes, ordinances, by-laws and regulations now in force throughout the commonwealth and the various cities and towns thereof, relative to the construction, alteration and maintenance of buildings, with the view of establishing uniformity in general requirements and of determining what regulations for the purposes aforesaid may be adopted either for the state as a

whole, or under a classification of cities and towns, so that general regulations may be made for each class. The commission shall report to the general court on or before [February 1st, 1915, and . . . said commission is authorized to extend its investigations and use its appropriation until said date], and shall, as a part of its report, draft an act containing such general regulations for the construction, alteration and maintenance of buildings as it may recommend. The act may include, if the commission finds it desirable, a provision for a permanent board or commission to supervise the administration of building laws and regulations throughout the commonwealth, and to advise the local authorities when modifications of building laws and regulations become desirable. The commission shall serve without compensation for the services of its members but may expend for such necessary expenses as may be approved by the governor and council a sum not exceeding twenty-five hundred dollars. [*Acts, 1913, c. 809, as am. by Res., 1914, c. 15.*]

PLANNING BOARDS.

1387. Planning boards for cities and towns. — Every city of the commonwealth, and every town having a population of more than 10,000 at the last preceding national or state census, is hereby authorized and directed to create a board, and towns having a population of less than 10,000 may create a board, to be known as the planning board, whose duty it shall be to make careful studies of the resources, possibilities and needs of the city or town, particularly with respect to conditions which may be injurious to the public health or otherwise injurious in and about rented dwellings, and to make plans for the development of the municipality with special reference to the proper housing of its people. In cities, the said board shall be appointed by the mayor, subject to confirmation by the council, and in cities under a commission form of government, so-called, the members of the board shall be appointed by the governing body of the city. In towns, the members of the board shall be elected by the voters at the annual town meeting. [*Acts, 1913, c. 494, § 1, as am. by Acts, 1914, c. 283, § 1.*]

1388. To make annual report. — Every planning board established hereunder shall make a report annually to the city council or governing body in cities and to the annual town meeting in towns, giving information regarding the condition of the city or town and any plans or proposals for the development of the city or town and estimates of the cost thereof; and it shall be the duty of every such local planning board to file a copy of all reports made by it with the homestead commission. [*Acts, 1913, c. 494, § 2.*]

1389. City and town officials to be notified of provisions of act. — The homestead commission, created by Acts, 1911, c. 607, is hereby directed to call the attention of the mayor and city governments in cities and the selectmen in each town having such a planning board to the provisions of this act in such form as may seem proper; and said commission is furthermore authorized and directed to furnish information and suggestions from time to time to city governments and to the selectmen of towns and to local planning boards, when the same shall have been created, such as may, in its judgment, tend to promote the purposes of this act and of those for which the said commission was established. [*Acts, 1913, c. 494, § 3, as am. by Acts, 1914, c. 283, § 2.*]

1390. Cities and towns to make suitable ordinances. — The city council or other governing body in cities is authorized to make suitable ordinances, and towns are authorized to make suitable by-laws, for carrying out the purposes of this act, and they may appropriate money therefor. [*Acts, 1913, c. 494, § 4.*]

OTHER HOUSING LAWS.

1391. Public lodging houses for persons out of work. — Every building, lodge, enclosure or establishment in which wayfarers, tramps, wanderers, needy persons or persons out of work are habitually fed or provided with a place to sleep, whether under public or private management, shall be deemed a wayfarers' lodge within the meaning of this act. Every building not licensed as an inn, having a capacity for housing ten or more persons, in which persons are lodged for a price of twenty-five cents or less for each person for a day of twenty-four hours, or for any part thereof, or free, or in return for any work, service or value rendered, shall be deemed a public lodging house within the meaning of this act. [*Acts, 1914, c. 606, § 1.*]

1392. Inspection of public lodging houses and wayfarers' lodges. — The state board of charity shall visit and inspect, at least once in each year, every wayfarers' lodge and every public lodging house found within the commonwealth, and for this purpose shall be authorized to enter upon any premises where such lodge or lodging house is maintained, at any or all times of the day or night. [*Acts, 1914, c. 606, § 2.*]

1393. Authority to consult with and advise officials. — The said board shall have authority to consult with and advise individuals or officers conducting any such lodge or lodging house regarding the conduct of the same and the best methods of serving the public welfare thereby, and may, in its discretion, transmit a statement of its findings as a result of its inspection or consultation to any person, officer or board properly interested therein. [*Acts, 1914, c. 606, § 3.*]

1394. May require reports as to administration, etc. — The said board may require of all persons, officers or boards conducting a wayfarers' lodge or a public lodging house such reports of facts and circumstances relative thereto, its inmates and its administration as the board may deem advisable. [*Acts, 1914, c. 606, § 4.*]

1395. Report of inspection, etc. — The [state board of charity] shall include in its annual report to the governor and council a detailed report of its inspection and supervision hereunder, and such other matters relating to wayfarers' lodges and public lodging houses as it may deem proper. [*Acts, 1914, c. 606, § 5.*]

1396. Relieving congestion of population and providing homes for citizens. — *Resolved*, That it is expedient to alter the constitution of the commonwealth by the adoption of the subjoined article of amendment; and that the said article, being agreed to by a majority of the senators and two thirds of the members of the house of representatives present and voting thereon, be entered on the journals of both houses, with the yeas and nays taken thereon, and be referred to the general court next to be chosen; and that the said article be published, to the end that if agreed to in the manner provided by the constitution, by the general court next to be chosen, it may be submitted to the people for their approval and ratification in order that it may become a part of the constitution of the commonwealth.

ARTICLE OF AMENDMENT.

The general court shall have power to authorize the commonwealth to take land and to hold, improve, subdivide, build upon and sell the same, for the purpose of relieving congestion of population and providing homes for citizens: *provided, however*, that this amendment shall not be deemed to authorize the sale of such land or buildings at less than the cost thereof. [*Res., 1914, p. 1056.*]

(NOTE: The foregoing article, after being amended in the senate, was accepted in the above form by the senate and house and was referred to the next general court as provided in the constitution.)

MISCELLANEOUS.

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1397. Use of bells and whistles on industrial establishments. — Manufacturers and others who employ workmen may, for the purpose of giving notice to them, ring bells and use whistles and gongs of such size and weight and in such manner and at such hours as the board of aldermen of cities and the selectmen of towns may designate in writing. [*Acts, 1909, c. 514, § 33.*]

1398. Employees to be allowed time for voting. — No person entitled to vote at an election shall, upon the day of any such election, be employed in any manufacturing, mechanical or mercantile establishment, except such as may lawfully conduct its business on Sunday, during the period of two hours after the opening of the polls in the voting precinct or town in which he is entitled to vote, if he shall make application for leave of absence during such period. An owner, superintendent or overseer in any manufacturing, mechanical or mercantile establishment, except such as may lawfully conduct its business on Sunday, who employs or permits to be employed therein any person entitled to vote at a state election, during the period of two hours after the opening of the polls in the voting precinct or town in which such person is entitled to vote, if he shall make application for leave of absence during such period, shall be punished by a fine of not more than one hundred dollars. [*Acts, 1909, c. 514, § 45.*]

1399. Notice by employer that liquor must not be sold to employee. — The . . . employer of a person who has the habit of drinking spirituous or intoxicating liquor to excess, . . . may give notice in writing, signed by him or her, to any person requesting him not to sell or deliver such liquor to the person having such habit. If the person so notified at any time within 12 months thereafter sells or delivers any such liquor to the person having such habit, or permits him to loiter on his premises, the person giving the notice may, in an action of tort, recover of the person notified such amount, not less than one hundred nor more than five hundred dollars, as may be assessed as damages; but an employer who gives such notice shall

not recover unless he is injured in his person or property, and a druggist or apothecary shall not be liable hereunder for a sale made upon the prescription of a physician. . . . Upon the death of either party or of the person beneficially interested in the action, the action and right of action shall survive to or against or for the benefit of his executor or administrator. The person receiving a notice under the provisions of this section may within 5 days thereafter give notice in writing that he will require in writing further means of identification, and unless a description of the person having the habit of drinking spirituous or intoxicating liquors to excess is furnished within 5 days after such notice, giving the age, residence, occupation and the name of the employer of such person, damages shall not be assessed as herein provided without proof that the individual was in fact known to the person notified. [*R. L., c. 100, § 63, as am. by Acts, 1909, c. 408.*]

1400. Certain tools exempt from attachment. — The following property of the debtor shall be exempt from seizure on execution: . . .

Fifth. The tools, implements and fixtures necessary for carrying on his trade or business, not exceeding one hundred dollars in value. [*R. L., c. 177, § 34.*]

1401. Stealing tools of mechanics, builders or contractors. —

(a) *Penalty for.* — Any person who steals any tool belonging to any contractor, builder or mechanic, from any building during the course of its construction or completion, alteration or repair, shall, for a first offence be punished by a fine of not more than one hundred dollars or by imprisonment for not more than six months or by both such fine and imprisonment, and for a second offence shall be punished by a fine of one hundred dollars or by imprisonment for six months or by both such fine and imprisonment. [*Acts, 1907, c. 500, § 1.*]

(b) *Pawnbrokers to keep record of tools purchased or pawned.* — When a licensed pawnbroker buys or takes in pawn any tool such as is used by contractors, builders or mechanics, he shall enter in a book kept for that purpose a description of the same and the amount paid for or loaned upon the same, and shall cause the person offering such tool for sale or for pawn to sign his name and address thereto. The pawnbroker shall also write in the said book the name and address of the said person. [*Acts, 1907, c. 500, § 2.*]

(c) *Penalty for giving false name when pawning tools.* — Any person thus offering any tool for pawn or for sale who signs a wrong name or address, shall be punished by a fine of not more than one hundred dollars or by imprisonment for not more than six months. . . . [*Acts, 1907, c. 500, § 3.*]

(d) *Penalty on pawnbroker.* — . . . Any pawnbroker who knowingly writes the wrong name or address of a person thus offering a tool for sale or for pawn, or knowingly permits the signing of such wrong name or address, shall be fined one hundred dollars for the first offence, and upon a second offence his license shall be revoked, and he shall not be permitted to conduct the business of pawnbroker in this commonwealth for one year. [*Acts, 1907, c. 500, § 3.*]

1402. Corrupt influencing of employees, etc., prohibited. — Whoever corruptly gives, offers or promises to an agent, employee or servant, any gift or gratuity whatever, with intent to influence his action in relation to the business of his principal, employer or master; or an agent, employee or servant who corruptly requests or accepts a gift or gratuity or a promise to make a gift or to do an act beneficial to himself, under an agreement or with an understanding that he shall act in any particular manner in relation to the business of his principal, employer, or master; or

an agent, employee or servant, who, being authorized to procure materials, supplies or other articles either by purchase or contract for his principal, employer or master, or to employ service or labor for his principal, employer, or master, receives directly or indirectly, for himself or for another, a commission, discount or bonus from the person who makes such sale or contract, or furnishes such materials, supplies or other articles, or from a person who renders such service or labor; and any person who gives or offers such an agent, employee or servant such commission, discount or bonus, shall be punished by a fine of not less than ten dollars nor more than five hundred dollars, or by such fine and by imprisonment for not more than one year; except that if the person who commits the said offence acts as agent or officer of any person, partnership or corporation to employ persons as clerks, laborers or otherwise, the offence shall be felony punishable by a fine of not less than twenty-five dollars nor more than five hundred dollars, or by imprisonment in the state prison for not more than three years. The district attorneys in their respective districts shall prosecute all violations of this section. [*Acts, 1909, c. 514, § 28, as am. by Acts, 1912, c. 495.*]

1403. Interference with employment because of service in militia. — Any person who wilfully either deprives a member of the militia or naval reserve of his employment, or denies him employment, or prevents his being employed by another, or obstructs or annoys him or his employer in respect of his trade, business, or employment, because of such member's connection with the militia or naval reserve or because of his necessary absence from business in performance of his duty as such member, and whoever dissuades any person from enlisting in the militia or naval reserve by threat of injury to him in respect of his employment, trade or business or of other injury, in case he shall so enlist, shall be deemed guilty of a misdemeanor, and upon conviction thereof shall be punished by a fine not exceeding five hundred dollars, or by imprisonment for a term not exceeding six months, or by both such fine and imprisonment. [*Acts, 1912, c. 358.*]

1404. Certain employees to be exempt from enrolment in the militia. — In addition to the persons exempted by the laws of the United States from enrolment in the militia, the following persons shall also be absolutely exempt: . . . superintendents, officers and assistants employed in or about any of the state hospitals, state almshouses, state prisons, jails or houses of correction; keepers of lighthouses; conductors and engine drivers of railroad trains; seamen actually employed on board of any vessel, or who have been so employed within three months next preceding the time of enrolment. [*Acts, 1908, c. 604, § 3.*]

1405. Certain employees exempt from jury duty. — A person qualified to vote for representatives to the general court shall be liable to serve as a juror, except that the following persons shall be exempt: . . . constant ferry men . . . officers and assistants employed in or about a state hospital, insane hospital, jail, house of correction, state industrial school or state prison; keepers of lighthouses; conductors and engine drivers of railroad trains; teachers in public schools; enginemen and members of the fire department of the city of Boston, and of other cities and towns in which such exemption has been made by vote of the city council or the inhabitants of the town, respectively. [*R. L., c. 176, § 1.*]

1406. Claims for labor may be enforced by petition. — Upon the filing of an application of a judgment creditor, with an affidavit made by him or a person in his behalf that the judgment is founded upon a claim for the necessities of life furnished to the judgment debtor or his family, or for work or labor performed by the judg-

ment creditor for the judgment debtor, the police, district or municipal court of the judicial district in which the judgment debtor lives, or, if he does not live within the district of any such court, a police, district or municipal court having a judicial district, within the county, adjoining or near the town in which the judgment debtor lives, or in the county of Nantucket a trial justice, shall issue a notice to said debtor to appear at a time and place named therein to show cause why an examination into his circumstances should not be made and a decree be entered ordering him to pay such judgment in full or by instalments, weekly, monthly or otherwise. Said notice shall be served by delivering a copy thereof to the defendant or by leaving a copy at his last and usual place of abode, at least 7 days before the return day thereof. If it shall appear that said notice has not been served as herein required, the court may continue the proceedings and issue a new notice to the debtor. Proceedings under this section and [under R. L., c. 168, §§ 81 to 86, inclusive] shall be in order for hearing at the return day and hour of the notice or other process, but if not disposed of on that day may be brought up for hearing and disposition at some later time in such manner as the court may direct. At the hearing the court shall first ascertain if the claim of the creditor is for the necessities of life, or for work or labor performed by the judgment creditor for the judgment debtor, as stated in the affidavit, and, if it so finds, it shall make inquiry, by examination of the judgment debtor or otherwise, as to his circumstances, his income from any source and his ability to pay said judgment; and if the debtor fails to appear at the hearing, such inquiry may proceed in his absence. If the court finds that the debtor is not able to pay said judgment in full or by part payments from time to time, it shall enter a finding thereof and dismiss the proceedings; and in such case no new application shall be entertained unless the judgment creditor or a person in his behalf files an affidavit stating in substance the evidence relied on to show a change in the debtor's circumstances, and the court in its discretion determines that there is occasion for a new inquiry. If the court finds that the debtor is able to pay the judgment in full or by part payments from time to time, it may, after allowing the debtor out of his income a sufficient amount, which need not be stated, for the support of himself and family, enter a decree fixing the time, place and amount of payments to be made by the debtor out of his income, which payments shall be applied first to the costs of proceedings under [R. L., c. 168, §§ 81 to 86, inclusive] and next to the reduction of said judgment. [R. L., c. 168, § 80, as amended by Acts, 1913, c. 471, § 5.]

1407. Workingmen's trains. — Every railroad corporation which has a terminus in Boston shall furnish such number of workingmen's trains, not less than two each way, as the [public service commission], upon a petition for such trains filed with it, shall in each case order. Such trains shall arrive at Boston between six and half past seven o'clock in the morning and leave Boston between the same hours in the evening and special cars may be provided therefor. Season tickets, good once a day each way for six days in the week, shall be furnished for such trains at a rate not exceeding, for yearly tickets, three dollars a mile, and for quarterly tickets, one dollar a mile. Trip tickets now issued shall be good on the two trains authorized by this section, and shall not be withdrawn nor the rate therefor be increased without the consent of the [public service commission]. [Acts, 1906, c. 463, Pt. II. § 188.]

1408. Support of free beds in hospitals. — A corporation [organized under the laws of this commonwealth for the purpose of manufacturing and selling gas and electricity] which is subject to the provisions of [Acts, 1914, c. 742] may, by a vote of

a majority of the stock represented at a meeting of the stockholders thereof, appropriate not more than five thousand dollars or an annual sum of not more than five hundred dollars for the support of free beds in one or more hospitals in this commonwealth, for the use of its employees. [*Acts, 1914, c. 742, § 60.*]

1409. General penalty for violation of provisions of Acts 1909, c. 514. — Whoever violates a provision of this act [*Acts, 1909, c. 514, codifying the labor laws*] for which no specific penalty is provided shall be punished by a fine of not more than one hundred dollars. [*Acts, 1909, c. 514, § 36.*]

1410. Effect of repeal, etc., of Acts, 1909, c. 514. — The provisions of this act [*Acts, 1909, c. 514*], so far as they are the same as those of existing statutes, shall be construed as a continuation thereof, and not as new enactments, and a reference in a statute which has not been repealed to provisions of law which have been wholly or partially revised and re-enacted herein shall be construed as applying to such provisions as so incorporated in this act. The repeal of a law by this act shall not affect any act done, ratified or confirmed, or any right accrued or established, or any action, suit or proceeding commenced under any of the laws repealed before the repeal took effect, or any action, suit or proceeding pending at the time of the repeal for an offence committed, or for the recovery of a penalty or forfeiture incurred, under any of the laws repealed, but the proceedings shall, when necessary, conform to the provisions of this act. Any provision of this act by which a punishment, penalty or forfeiture is mitigated may be extended and applied to any judgment pronounced after said repeal. [*Acts, 1909, c. 514, § 146.*]

TABLE SHOWING DISPOSITION OF STATUTES CITED IN THIS HANDBOOK.

NOTE. — References to chapters and sections refer to the statutes. Paragraph numbers refer to the paragraphs in this handbook. In a few instances the numbers appearing in the column headed "paragraph" refer to pages, no paragraph numbers having been assigned to the portion of the text referred to.

In the column headed "chapter" the chapter numbers have not been repeated. Where a dash appears in the column headed "section" it indicates that reference is made to the entire act.

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¹ Refers to page; paragraph unnumbered.

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				6	157		119	1294
308	—	10		17	158		120	1294
403	—	357	306	1	1151		121	1294
413	—	1107		1	1152		—	7
544	3	1135		2	1153	465	1	405
	3	1150		3	1154	502	2	406
	1903.		345	—	986			
				—	987		1907.	
171	—	901	385	2	933	214	—	153
212	1	1343		4	934	245	—	1103

¹ Chapter 463 is divided into three parts numbered successively I, II, and III.

1907 — Con.			1907 — Con.			1908 — Con.		
CHAP.	SEC.	PAR.	CHAP.	SEC.	PAR.	CHAP.	SEC.	PAR.
272	—	1115	537	3	29	343	1	1371
	—	1116	561	1	745	375	—	62
410	2	307		2	746	495	—	1284
413	—	29		3	747	498	—	¹ 152
465	1	259		4	748	563	—	272
	1	261		5	749		—	273
	1	262		6	750	569	1	927
	1	263		7	751		1	928
	1	273		7	752		2	929
	2	264		8	753		3	930
	3	265		8	754		4	931
	4	266		9	755		4	932
	5	284		10	756	589	—	¹ 155
	6	285		11	757	590	46	959
	6	286		12	758	601	—	¹ 163
	7	287		13	759	604	3	1308
	8	288		14	760		3	1404
	9	73		15	761		198	695
	10	275		15	762			
	11	276		15	763			
	12	283		15	764			
	13	267		15	765	237	—	545
	14	270		16	766	297	—	511
	15	268		17	767	348	—	1274
	16	269		18	768	371	1	119
	17	271		19	769		2	120
	18	272		20	770		2	121
	19	274		21	771		2	122
	20	277		22	772		3	127
	21	278		23	773		4	123
	22	280		24	774		4	124
	23	281		25	775		5	125
	24	75		26	776	393	2	81
	24	76		27	777		2	83
	24	77		28	778		2	84
	25	78		29	779		3	74
	25	79		30	780		3	260
	25	80		31	781		3	282
	26	81		32	782		3	289
	26	83		33	783		3	290
	26	84	576	27	742	408	—	1399
	27	82	577	—	1378	419	1	792
	28	74					2	793
	28	260					3	794
	28	282					4	795
	28	289	127	—	526		5	796
	28	290	150	1	306		6	797
			208	1	993		7	798
490	1	547	222	—	757		8	799
	2	548	280	1	953		9	800
500	1	1401		2	954		10	801
	2	1401	325	1	323		11	802
	3	1401		2	324		12	803
513	1	1210		3	325		13	804
	2	1211	333	1	1372			

¹ Refers to page; paragraph unnumbered.

1909 — Con.			1909 — Con.			1909 — Con.		
CHAP.	SEC.	PAR.	CHAP.	SEC.	PAR.	CHAP.	SEC.	PAR.
419	14	805	514	26	1302	514	76	450
	15	806		27	196		77	451
	16	813		28	1402		78	342
	17	814		30	960		79	336
	18	815		31	955		80	337
	19	816		32	956		81	338
	20	817		33	1397		82	339
	21	818		34	982		83	313
	22	819		35	983		83	492
	23	820		36	1409		84	314
	24	821		37	1193		85	315
	25	822		38	1194		86	326
				42	1192		87	327
				43	1197		88	328
				44	1206		89	329
420	1	1375		45	1398		90	330
	2	1376		47	462		91	201
435	—	743		47	463		92	202
453	—	1164		48	462		93	218
	2	1114		48	463		94	198
491	7	959		49	464		94	312
514	1	134		50	465		95	204
	2	135		51	476		96	200
	3	136		52	1378		97	205
	4	138		53	1204		98	206
	5	139		54	1205		99	207
	6	137		55	1203		100	219
	7	140		56	427		101	203
	8	141		56	461		102	340
	9	142		57	410		103	305
	10	91		58	413		104	197
	10	92		59	417		104	495
	10	93		60	411		104	496
	10	94		60	412		106	343
	10	95		60	414		106	344
	10	99		60	423		106	345
	11	96		61	415		107	346
	11	97		62	403		108	347
	11	961		63	404		109	348
	11	962		64	425		110	349
	11	963		64	426		111	350
	11	964		65	416		112	497
	12	965		66	418		112	498
	13	966		66	419		112	1296
	14	967		66	420		112	1297
	15	98		66	421		113	499
	16	968		66	422		113	1298
	17	408		67	477		114	569
	18	980		68	478		115	570
	19	957		69	479		116	571
	20	1235		70	480		117	572
	21	1173		71	481		118	573
	21	1225		72	482		119	457
	22	1188		73	428		120	502
	23	1189						
	24	1300						
	25	1301						

¹ Refers to page; paragraph unnumbered.

1909 — Con.			1910 — Con.			1911 — Con.		
CHAP.	SEC.	PAR.	CHAP.	SEC.	PAR.	CHAP.	SEC.	PAR.
514	121	512	257	2	406	119	—	1089
	122	512	259	1	337	136	—	1362
	123	513		2	339	151	1	1363
	124	514	268	1	1158		2	1364
	125	515	355	—	1262	158	3	136
	126	516	359	—	1104	210	1	1207
	127	576	414	1	1335		2	1208
	127	1285		2	1336		3	1209
	128	577		3	1337	229	1	486
	128	1286		4	1338		2	488
	129	578		5	1333		3	487
	129	1287		6	1332	249	1	500
	130	579	419	—	437		2	501
	131	580	424	3	409	263	—	571
	132	582	445	1	969	281	1	308
	133	583		1	970		2	309
	134	584		1	971	313	1	466
	135	585		1	972	3 8	2	722
	140	586		1	973		2	723
141	587	493	1	675		3	724	
142	588		2	676		3	725	
143	1290		3	677		3	726	
146	1410		4	678		6	726	
534	1	1070		5	679	339	1	978
	8	1067		6	680		2	979
	10	1065		7	681	352	—	1236
	11	1068	500	—	1109	413	1	731
	12	1066	543	1	316		1	732
	29	1069		2	317		2	733
	1	1029		3	318	431	—	958
536	1	1030		4	319	471	1	869
	1	1031		5	320		2	870
	2	1032		6	321		3	871
	2	1034		7	322		4	872
	2	1040	559	1	738		5	873
	3	1037		2	739		6	874
	3	1038		2	740		7	875
	3	1044		3	506		7	876
	4	1024		3	741		8	877
	4	1025	563	—	515		9	878
	4	1035	567	—	940		9	879
	4	1036	597	1	1031		9	880
	4	1039	605	3	1067		10	881
	4	1042	608	—	1		11	882
	4	1043		—	2	494	1	1193
	7	1122	619	2	722		2	1194
	8	1045		2	723		3	1195
	9	1028		3	724		4	1196
	10	1026		3	725	509	4	208
				3	726	532	1	696
			6	726		3	697	
						3	698	
						3	699	
						4	700	
83	—	127					5	701
184	—	5					6	699
204	—	7	37	—	1066			
257	1	405	63	—	1090			

1911 — Con.			1911 — Con.			1911 — Con.		
CHAP.	SEC.	PAR.	CHAP.	SEC.	PAR.	CHAP.	SEC.	PAR.
532	6	702	634	2	710	² II	—	628
	7	703		3	711		1	590
	8	704		3	712		2	601
	9	705		3	713		3	602
	10	706		3	714		4	591
539	1	1251		4	715		5	592
	2	1252		4	716		6	596
	3	1253		4	717		7	598
	4	1254		6	714		8	599
	4	1255	635	—	1289		9	594
	5	1256	656	1	1017		10	593
	6	1257		2	1018		11	595
541	—	1180		3	1019		12	624
562	2	1003		4	1020		13	597
	3	1004		5	1021		14	600
	3	1005		6	1022		15	605
	3	1006	673	—	¹ 163		16	606
	3	1008	675	—	¹ 164		17	607
	3	1009	727	1	845		18	608
	3	1010		2	866		19	620
	3	1011		3	849		20	622
	3	1012		3	850		21	623
	6	1014		3	859		22	629
	7	279		4	848	² III	1	35
	7	1013		5	864		2	36
	8	1015		6	855		2	37
584	1	574		7	856		3	38
	2	575		8	854		3	39
603	1	333		9	853		3	40
	2	334		10	867		4	609
	3	335		11	851		5	610
607	—	128		12	852		5	611
624	—	1113		13	860		6	612
625	—	1209		14	861		7	613
628	1	823		15	862		8	619
	4	824		16	863		9	614
	5	826		17	865		10	615
	5	827		18	858		11	616
	6	828		19	847		12	617
	7	829		20	846		13	621
	12	825		21	857		14	625
	13	832		23	868		15	626
	14	833	731	1	184		16	627
	20	834		1	185		17	631
	21	835		2	186		18	630
	22	830		3	187	² IV	1	638
	24	831		4	188		2	639
	28	836	751	—	—		3	640
	29	837	² I	1	632		4	641
	30	838		2	633		5	642
	31	839		3	634		5	643
	31	840		4	635		6	644
	31	841		5	603		7	645
634	2	709	² II	—	604		8	646

¹ Refers to page; paragraph unnumbered.² Chapter 751 is divided into five parts, numbered successively I, II, III, IV, and V.

1911 — Con.			1912 — Con.			1912 — Con.		
CHAP.	SEC.	PAR.	CHAP.	SEC.	PAR.	CHAP.	SEC.	PAR.
¹ IV	9	647	503	4	730	587	6	910
	10	647	518	1	1041	597	1	1120
	11	647	528	1	1217		1	1320
	12	648	531	1	259		2	1121
	13	649		1	261		2	1321
	13	650		1	262	635	—	² 303
	14	651		1	263	653	1	483
	15	652		2	264		2	484
	16	653		3	284		3	485
	16	654		4	267	666	1	656
	17	655		5	270	675	1	845
	18	657		6	268		3	867
	18	658		7	271		4	860
	19	659	533	3	1240		6	512
	20	660	546	1	1212	683	—	459
	21	661		2	1213	706	1	100
	22	662		3	1214		2	101
	23	663	560	—	120		2	102
	24	664		—	121		2	103
¹ V	—	37		—	122		3	104
	—	43	565	1	1330		3	455
	—	671		2	1333		4	105
	1	618		3	1331		5	106
	2	589		4	1341		6	107
	3	672		5	1342		6	108
	5	665	566	1	912		8	109
				2	913		9	110
				3	914		10	111
				4	915		11	112
62	—	893		5	916		11	456
96	—	482		6	917		12	113
106	—	935		1	602		12	126
191	—	408	571	3	606		13	114
192	—	989		4	620		14	115
	—	990		5	604		15	116
212	—	1098		6	35		16	117
251	—	582		8	38		17	118
354	—	1288		8	39	714	—	130
358	—	1403		8	40	721	1	667
363	—	702		9	609		2	668
	1	696		11	612		3	669
	2	697		12	613		4	670
	2	698		13	615	722	—	² 162
	2	699		14	616	723	—	² 163
	3	700		15	627		1	719
	4	699		16	661		2	719
	4	702		17	672	726	1	12
445	1	895		18	586		2	21
	2	896		1	904		3	13
452	—	466	587	2	905		3	14
488	—	1293		3	906		3	21
495	—	1402		4	907		4	15
503	1	727		5	908		5	15
	2	728		5	909		5	16
	3	729						

¹ Chapter 751 is divided into five parts, numbered successively I, II, III, IV, and V.² Refers to page; paragraph unnumbered.

1912 — Con.			1913 — Con.			1913 — Con.		
CHAP.	SEC.	PAR.	CHAP.	SEC.	PAR.	CHAP.	SEC.	PAR.
726	5	58	426	2	490	619	5	1383
	5	60	444	—	98		6	1384
	6	32	447	1	784		7	1385
	7	22		2	785	628	—	195
	8	23		3	786	633	1	1348
	8	25		4	787		2	1361
	8	26		5	788	638	1	845
	8	27		6	789	655	—	² 303
	8	28		7	790		12	70
	9	21	448	—	626		15	212
	9	22	467	1	390		15	213
	9	24		2	391		16	230
	10	31		3	392		17	205
	11	30		4	393		18	206
	14	19	471	5	1406		19	207
	15	34	472	—	310		20	214
¹ 16	—	939	480	—	67		20	215
¹ 30	—	1201	487	1	1144		20	216
				2	1145		20	491
				3	1146		21	217
				4	1147		22	220
			494	1	1387		25	221
				2	1388		25	222
				3	132		25	223
				3	1389		47	226
				4	1390		48	227
48	—	36		1	977		49	232
	—	37	515	1	1184		50	228
63	—	702	520	2	1186		52	234
161	—	1261		3	1187		53	229
209	—	1007		—	1158		54	231
224	—	897		—	² 164		59	233
290	—	581		1	131	657	—	718
310	1	697		2	129	668	1	885
	2	697		3	133	673	1	106
333	—	211	534	1	1279	681	—	737
337	1	922	545	2	1280	685	—	1180
	2	923	595	1	59	690	—	981
344	—	1133		1	61	711	—	707
	—	1134		1	68	714	1	1081
347	1	849	598	1	71		2	1082
	1	850		2	69		2	1083
	1	859	610	4	72		3	1084
	2	865		5	66		4	1085
357	—	1278		5	78	724	—	1334
358	—	127		1	528	746	1	630
359	1	1365		1	742	758	—	462
	2	1366		1	828	758	—	463
365	—	467		2	825	759	1	1354
367	1	731		5	837		4	1356
	1	732	611	1	1379		5	1357
368	1	184	613	2	1380		6	1358
	1	185	617	3	1381		7	1359
389	1	452		4	1382		1	331
	2	453						
	3	454	619					
411	—	837						
424	—	33						
426	1	489						

¹ Resolve.² Refers to page; paragraph unnumbered.

1913 — Con.			1913 — Con.			1913 — Con.		
CHAP.	SEC.	PAR.	CHAP.	SEC.	PAR.	CHAP.	SEC.	PAR.
766	2	332	806	7	250	831	8	470
779	1	378		7	1080		9	474
	2	379		8	89		10	436
	2	380		9	88		11	438
	3	381		9	256		12	439
	4	382		10	90		13	440
	4	383		11	257		14	441
	4	384		12	258		15	473
	6	385		13	200		16	468
	7	386	807	1	683		17	469
	8	387		2	684		18	471
	13	402		3	685		18	472
	15	410		3	687		19	446
	16	413		3	688		20	444
	17	417		3	689		21	447
	18	411		4	690		22	445
	18	412		5	691		23	401
	18	414		6	692		24	442
	18	423		7	693		25	443
	19	415	809	—	1386		26	448
	20	403	813	1	45		27	407
	21	404		1	46	832	—	¹ 145
	22	425		2	47	833	1	1239
	22	426		3	48		2	1240
	23	418		4	17		4	1241
	23	419		4	42	834	—	64
	23	420		4	49	840	—	977
	23	421		5	50			
	23	422		6	51			
	24	388		7	47			
784	13	1248		7	52	138	—	1144
	18	1307		8	25	164	—	341
	24	1275		9	41	174	—	884
786	—	¹ 303		10	53	180	—	1361
805	1	394		11	54	196	1	1057
	2	395		12	55	204	3	1065
	3	396		12	589	217	1	1218
	4	397		13	56		2	1219
	5	398		14	57	227	—	911
	6	399	817	2	712	241	—	489
	7	400		3	714	246	—	761
806	1	69	822	1	1198		—	762
	1	249		2	1199		—	763
	2	251		2	1200		—	764
	3	252	825	—	1185		—	765
	3	253	831	1	427	247	—	497
	4	254		1	461		—	498
	5	255		2	430		—	1296
	6	85		3	431		—	1297
	6	87		4	432	263	—	18
	6	1079		5	433	283	1	1387
	7	69		5	1299		2	132
	7	86		6	434		2	1389
	7	87		7	435	287	—	1026
						316	—	424

¹ Refers to page; paragraph unnumbered.

1914 — Con.			1914 — Con.			1914 — Con.		
CHAP.	SEC.	PAR.	CHAP.	SEC.	PAR.	CHAP.	SEC.	PAR.
320	—	825	530	2	919	636	—	694
328	2	198	533	—	19	649	1	291
	2	312	534	—	1309		2	292
	3	199	536	—	734		3	72
338	—	639	540	1	1237		3	293
347	1	969	544	1	920		4	294
	2	970		2	921		5	295
	3	971	553	1	636		6	296
	4	972		3	637		7	297
	5	973	554	1	1182		8	298
352	1	720		3	1183		9	299
	2	721	557	—	197	656	—	44
368	1	105		—	495	664	—	3
	2	107		—	496	665	—	4
	2	108	566	—	218	667	—	1177
	4	112	568	—	696	669	—	1340
	4	456	580	—	417	679	—	1307
	5	114	582	—	702	681	1	96
370	1	1190		1	702		1	97
380	—	695		2	702		1	961
391	—	883	590	—	389		1	962
413	—	460	596	1	1355		1	963
419	—	699		2	1357		1	964
433	—	708		3	1360		2	968
437	1	807	600	1	1093	684	—	1178
	2	808		1	1220	688	1	1215
	3	809		2	1094		2	1175
	4	810		2	1221		3	1176
	5	811		3	1095		3	1216
	6	812		3	1222	695	—	1069
440	1	1133		4	1096	708	1	592
	2	1134		4	1223		2	596
451	—	1001		5	1097		3	598
455	—	1217		5	1224		4	594
458	—	1179	605	1	1161		5	593
464	1	673		2	1161		6	595
	2	674		3	1162		7	597
467	1	300		4	1163		8	629
	2	81		5	1164		9	610
	2	301		6	1165		9	611
	3	302		7	1166		10	619
	4	303		8	1167		11	617
	5	304		9	1168		12	621
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PART II.

SIXTH ANNUAL REPORT

ON

LABOR ORGANIZATIONS, 1913.

(ISSUED AS LABOR BULLETIN No. 105.)

[1 Pt. II.]

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SIXTH ANNUAL REPORT

ON

LABOR ORGANIZATIONS, 1913.

I.

INTRODUCTION AND GENERAL SUMMARY.

1. PRINCIPAL INDUSTRIAL DISPUTES DURING THE YEAR.

Since⁵ the close of the series of spectacular strikes in the early months of 1912 (of which the strikes of textile workers in Lawrence, Lowell and other textile centres, followed hard by the strike of the railway employees in Boston, in June 1912, were the most noteworthy) the industrial life of Massachusetts has not been disturbed by any very serious labor disputes. Six strikes which occurred during the year 1913 received considerable notice in the press, and, while covering a period of some duration and affecting comparatively large numbers of establishments and employees, were unattended by any large degree of disturbance such as characterized the strikes of 1912. These six strikes may be briefly described as follows:

1. A general strike of garment workers in Boston and vicinity, affecting more than one hundred establishments and about five thousand employees, continuing for about two months.

2. A strike of machinists, blacksmiths, etc., in Hyde Park, affecting two firms and 889 employees, continuing for about five months.

3. A general strike of raincoat makers in Boston and vicinity, affecting 25 firms and 595 strikers, continuing about two months.

4. A rather general strike of boiler makers in various localities in the State, affecting 13 establishments and 473 employees, continuing for about two months.

5. A strike of Poles and Greeks, employed in one establishment engaged in the manufacture of hosiery in Ipswich, affecting about 800 employees and continuing for about three months.

6. A strike of barbers in Boston, affecting about 200 shops and 1,200 employees, continuing for about nine days.

The first four (in the order enumerated) of the six strikes described above, were conducted by organizations affiliated with the American Federation of Labor, and were not attended by any serious demonstrations. The strike of the Polish and Greek hosiery workers in Ipswich and that of the barbers in Boston, both of which were under the direction of representatives of the Industrial Workers of the World, were characterized by a certain amount of demonstration, but in no measure approaching that which attended the notable textile strikes in Lawrence and Lowell during the previous year. Indeed, except for intermittent outbreaks, the activities of this somewhat revolutionary organization seem to have been transferred to other portions of the country, particularly New Jersey and the Middle West, each of which localities has been the recent scene of turbulent industrial conflict in which members of this organization have participated.

The eminently satisfactory settlement in 1913 of the controversies between the Boston Elevated Railway Company and its employees in the one case, and between the New England Telephone and Telegraph Company and its employees in another case, appears to have resulted in a disposition on the part of employers and organized employees in various branches of industry, in addition to boot and shoe manufacturing (where arbitration has been largely in vogue for some years) to secure an adjustment of controversies through more peaceful methods than those associated with the strike, boycott, or lockout. Whether this disposition augurs well for the future, or merely represents a period of truce, it would be difficult to determine by means of evidence furnished through such a short period of time, but it would appear, from a study of the prevalence of collective agreements and from the numerous awards which have been made by Boards of Arbitration in this State, that the industrial agreement as an instrument for securing industrial harmony is being accepted with increasing favor by both employers and employees.

2. CHARACTER OF INCREASE IN UNION MEMBERSHIP.

With reference to the growth in the number and membership of labor organizations in the Commonwealth during the year 1913, it may be stated that the increase during the year in the number of unions and membership has hardly matched that of 1912, but attention should be called to the fact that the net increase of the present year has counterbalanced a decrease of over 7,000 which has occurred in the total membership of the Industrial Workers of the World since the termination

of the strikes in Lawrence, Lowell and other places in Massachusetts, in 1912. During the year 1913, under review, there has been a net increase of 42, or 3.1 per cent, in the total number of local labor organizations in the State and a corresponding net increase of 4,958 members, (2.1 per cent) as compared with a net increase in membership in 1912 of 79 unions and of 45,730 members.

About one-third of the net gain of 45,730 members of labor organizations in 1912 was contributed by members of local unions affiliated with the Industrial Workers of the World, the number of members in Massachusetts affiliated with this organization having increased from 1,292 in 1911 to 16,546 in 1912. A large part of this increase consisted of textile operatives in Lawrence, Lowell, New Bedford, Fall River, Haverhill, Boston, Holyoke, and Webster. Instead of a gain in the membership of this organization in 1913, there was a marked decrease of over 7,000, the membership at the close of the year having fallen to 9,157. Disregarding the somewhat transitory membership of the Industrial Workers of the World in 1912 and 1913, the membership of all other local organizations in the State was 220,222 in 1912 and 232,569 in 1913 representing an increase in the more conservative organizations of 12,347, or 5.6 per cent. On this basis of comparison the increase during the year in the membership of labor organizations in Massachusetts may be considered a normal one, and it compares very favorably with the corresponding increases during the years since 1908, in which year statistics of membership were first obtained.

The principal sources of increase in the number of organized employees in Massachusetts during 1913 were found in the following occupations: Garment workers, 3,421 members; street and electric railway employees, 1,445 members; carpenters, 1,295 members; electrical workers, 1,272 members; retail clerks, 773 members; bookbinders, 595 members; boot and shoe workers, 675 members; telephone operatives, 638 members; station agents and employees, 521 members; and barbers, 501 members. The large increase in garment workers was a direct result of a special organizing campaign for purposes of securing increased rates of pay and improved working conditions; a campaign which resulted in the most important strike of the year, that of garment workers described on page 6, engaged in the manufacture of men's clothing, and of the strike, beginning about three weeks later, of garment workers engaged in the manufacture of women's clothes which may be considered as a phase of the earlier and more extensive strike. In the case of the street and electrical railway employees and of telephone operatives the special organizing campaigns

of the previous year seem to have extended over into 1913, while in the case of the barbers there appears to have been an increase in membership of the locals affiliated with the Barbers' International Union, due to the efforts of the Industrial Workers of the World to organize a local union in Boston under their jurisdiction. The gain in membership in other occupations does not appear to have been due to any special organizing efforts on the part of the organizations represented. With the exception of a comparatively large decrease in the number of textile workers (principally mixed unions of Industrial Workers) and of boiler makers, there were no particularly large decreases during the year in the number of organized employees in any occupation represented. In a number of instances the membership remained fairly stationary, owing, no doubt, to the fact that industrial conditions in general were decidedly unfavorable during the entire year, rendering special organizing efforts inadvisable. The uniformly high percentages of unemployment among organized employees at the close of each quarter, to which attention is directed later in this report (see pp. 36-46), are sufficient evidence that the year was hardly an opportune period for successful organization of wage-earners.

3. SCOPE AND METHOD OF THE REPORT.

No class of industrial statistics is in greater demand than that which registers the advance of the labor movement, among which statistics are those relating to the number and membership of organizations, the rates of pay and hours of labor and other data which indicate the success or failure of efforts made by representatives of labor to secure legislation in behalf of people whom they represent. The Bureau has, therefore, felt justified in continuing the collection and publication of data on these several subjects, and in enlarging the scope of its investigations as the demand for information has seemed to justify such extension. In this report attention has been confined principally to the presentation of the statistics relative to number and membership of organizations, and the conditions of employment of their members. The information relative to union scales¹ of wages and hours of labor as of the date June 30, 1913, has also been collected during the year from the local organizations in the State, and was published in Labor Bulletin No. 97.

The greater portion of the facts which are presented in this report were obtained in answer to inquiries contained in schedules¹ which were returned by mail by union officials who were qualified to furnish the

¹ For specimen forms of these schedules see pages 62 and 63.

requisite information. In those instances where the union officials (resident in Massachusetts) failed to return the schedules properly filled out, agents of this Bureau obtained the information from such officials directly, or from some other reliable source. There were only a few instances where the international officials failed to supply the information requested, and in nearly all of those instances it was possible to obtain the facts from the official journal of the organization or from some organizer or other representative residing in Massachusetts.

The returns here published were furnished as of the date December 31, 1913, with the exception of the quarterly statistics of unemployment which were as of the respective dates, March 31, June 30, September 30, and December 31. In some instances, owing to the failure or inability of certain organizations to state their membership as of the date, December 31, 1913, we have used the corresponding figure obtained at the end of the next earlier quarter of the year as returned on the Bureau's quarterly schedule on "Employment and Membership."

The data showing the number and membership of organizations in existence on December 31, 1913, as classified by municipalities, industries, and occupations, may be taken as an authoritative and approximately complete showing as to the aggregate membership of all the local organizations in the Commonwealth at the close of the year. With respect to the statistics of unemployment, it may be stated that, while no information was received in some instances and in other instances the inquiries were not applicable owing to the nature of the organization addressed, for all practical purposes the tabulations may be considered sufficiently complete to answer the purpose for which they have been secured—that of showing the general conditions in those occupations, industries, and municipalities which are, to any considerable extent, organized.

Details relating to individual local unions are not published by this Bureau (although bureaus in several other States have found it advisable to do so) for the reason that we believe that such information should be considered as *confidential* and that it has served its chief purpose when presented so as to show general conditions throughout the Commonwealth without disclosing facts which might be used to the detriment of any organization. By express permission, however, we are accustomed to publish under the name of the organization to which it applies the information appearing in our Annual Directory of Labor Organizations. In our statistical tables we have not in any case presented facts which referred to less than five unions in any class.

The Bureau desires to manifest that same disposition not to violate

the confidence of its reporting agencies in the case of the labor organizations in the Commonwealth that it has steadfastly maintained in the case of industrial establishments for the long period of years (1886-1913) during which it has been accustomed to collect and publish statistics of manufactures.

4. SUMMARY OF PRINCIPAL DATA.

Following are some of the principal facts shown in this report:

Total number of local trade unions in 1913,	1,403
Total number of local trade unions in 1912,	1,361
Net increase in number of local trade unions in 1913,	42
Aggregate membership in 1913,	241,726
Men,	211,213
Women,	30,513
Percentage of aggregate membership who were males,	87.4
Percentage of aggregate membership who were females,	12.6
Net increase in membership in 1913 over 1912,	4,958
Percentage <i>increase</i> in number of members (both sexes),	2.1
Percentage <i>increase</i> in number of male members,	0.1
Percentage <i>increase</i> in number of female members,	18.5
Number of local unions organized during 1913,	147
Membership of local unions organized during 1913,	11,823
Increase in membership of 1,256 identical unions,	3,306
Number of local unions disbanded or amalgamated with some existing local in 1913,	105
Membership of local unions disbanded or amalgamated with some existing local in 1913,	10,171
Number of local unions in Boston,	305
Membership of Boston unions,	96,621
Percentage of membership unemployed for <i>all causes</i> — average for the year 1913,	8.7
Percentage of membership unemployed for <i>all causes</i> — average for the year 1912,	8.3
Percentage of membership unemployed owing to <i>lack of work</i> — average for the year 1913,	5.8
Percentage of membership unemployed owing to <i>lack of work</i> — average for the year 1912,	4.5

Statistical tables presenting, in detail, information of the character summarized above appear on pages 47 to 59 of this report. The more significant features of the returns have been discussed in the text, the discussion being for the most part, based on the summary tables accompanying the text.

II.

NUMBER AND MEMBERSHIP.

1. INTERNATIONAL ORGANIZATIONS.¹

The relationship between local unions and international unions with which, in most cases, they are affiliated, is so intimate that any adequate consideration of the locals in Massachusetts must include at least a brief statement relative to the number and aggregate membership of the locals in Massachusetts affiliated with the respective international unions.

A careful canvass² of the international unions having one or more affiliated locals in the United States showed that there were 150 organizations of this character, of which number 117, or 78.0 per cent, were represented by at least one affiliated local in Massachusetts, and that the aggregate number of local unions in the United States was approximately 29,000, of which number 1,403,³ or about 4.8 per cent, were in Massachusetts. According to a report by the New York State Bureau of Labor, the aggregate trade union membership in the United States in 1913 was 2,604,701,⁴ and accepting this aggregate to be approximately correct, we find that Massachusetts, with 241,726 trade unionists at the close of the year, furnished approximately 9.3 per cent of the aggregate number in the United States.

A large majority of the international unions in the United States are affiliated with the American Federation of Labor. It is therefore important that a statement be made with reference to the number and membership of the local organizations directly or indirectly affiliated with this Federation. Of the 150 internationals having affiliated locals in Massachusetts, 109, or 72.7 per cent, were affiliated with the American Federation of Labor, and of these 109 internationals, 83, or 76.1 per cent, were represented by at least one local in Massachusetts. The total number of local labor organizations in Massachusetts affiliated with the Federation (either directly or through the 83 affiliated internationals which had one or more chartered locals in the State) was 1,093, or 77.9 per cent of the 1,403 locals in the State, while the aggregate number

¹ For definitions and usage of terms in this and other sections of this report, see Appendix, pages 60 and 61.

² For the statistics in detail, see Table 1 on pages 47 to 50.

³ Of this number 44 were *directly* affiliated with the American Federation of Labor and 28 were *independent*, *i.e.*, were not affiliated with any international organization.

⁴ No effort was made by this Bureau to ascertain at first hand the aggregate membership of all unions affiliated with each international as it was not deemed advisable to duplicate the work of the New York Bureau of Labor Statistics in compiling information of this character. See article on "International Trade Union Statistics" in New York, Labor Bulletin No. 67, November, 1914.

of organized wage-earners in Massachusetts directly or indirectly affiliated with the Federation was 177,723, or 73.5 per cent of the 241,726 organized trade unionists in the State.

The aggregate membership of the American Federation of Labor "paid-up and reported" in September, 1913, was 2,054,526.¹ Using this aggregate as a basis it is found that Massachusetts, with 177,723 trade union members directly or indirectly affiliated with the Federation (at the close of the year), furnished approximately 8.6 per cent of the aggregate membership of the Federation.

National and International Unions Represented by over Five Thousand Members in Massachusetts at the Close of 1913.

NAMES OF NATIONAL OR INTERNATIONAL UNIONS. (Arranged in the order of aggregate membership in Massachusetts).	NUMBER OF AFFILIATED LOCAL UNIONS		Member- ship of Affiliated Local Unions in Mas- sachusetts
	In the United States	In Massa- chusetts ²	
Boot and Shoe Workers Union,	165	71	28,663
Carpenters and Joiners of America, United Brotherhood of,	1,908	154	19,966
Railway Employees of America, Amalgamated Association of Street and Electric.	220	26	14,312
Teamsters, Chauffeurs, Stall-men, and Helpers of America, National Brotherhood of.	507	41	9,699
Industrial Workers of the World, ³	236	11	9,159
Shoe Workers of America, United,	50	26	8,860
Textile Workers of America, United,	200	44	8,392
Weavers, National Federation of Cloth,	4 -	4 -	6,128
Painters, Decorators, and Paperhangers of America, Brotherhood of, .	1,018	67	5,934
Electrical Workers, International Brotherhood of (A. F. of L.), . . .	165	26	5,684
Garment Workers of America, United,	278	11	5,317
Musicians, American Federation of,	670	26	5,236
Hotel and Restaurant Employees International Alliance and Bartenders International League	590	34	5,233

There were 13 internationals, each of which was represented in Massachusetts by affiliated locals having an aggregate membership of over 5,000 members. These internationals are listed in the table on this page in the order of their aggregate membership, and for each organization the number of affiliated locals in the United States and in Massachusetts,

¹ See "Report of the Proceedings of the Thirty-third Annual Convention of the American Federation of Labor," page 41.

² In addition to the organizations having over 30 locals in Massachusetts listed in this table, there were four others each having over 30 locals in this State, but the affiliated membership of each of which was less than 5,000.

³ The totals for this organization include also the corresponding data for the National Industrial Union of Textile Workers which forms a constituent part of the Industrial Workers of the World.

⁴ Number confidential.

and the aggregate membership of affiliated locals in Massachusetts, are also shown.

The Boot and Shoe Workers Union, with an affiliated membership of 28,663, ranked first in point of membership, followed in order by the United Brotherhood of Carpenters and Joiners of America, with 19,966 members, and the Amalgamated Association of Street and Electric Railway Employees of America, with 14,312, while each of ten other organizations were represented by over 5,000 members in affiliated locals in Massachusetts.

With reference to the number of affiliated locals in the State it should be pointed out that the relative rank of the several organizations on the basis of number of affiliated locals by no means corresponds with their rank on the basis of aggregate membership. Thus the United Brotherhood of Carpenters and Joiners of America, with 154 locals in Massachusetts, ranked first with respect to number of locals in this State, the Boot and Shoe Workers ranked second with 71 locals, and the Brotherhood of Painters, Decorators and Paperhangers of America, with 67 locals, ranked third. In addition to these three organizations mentioned there were seven others (four of which are not listed in the above table) which had over 30 affiliated locals in the State.

For the purpose of comparison with the number of locals in Massachusetts, the corresponding number of locals in the United States is also shown in the table, and it is of interest to note the proportionate representation in Massachusetts as indicated by the number of locals affiliated with the several internationals listed, ranging as high as 52 per cent in the case of the United Shoe Workers of America, and 43 per cent in the case of the Boot and Shoe Workers Union. In these two cases the percentage is naturally high for the reason that a considerable portion of the boot and shoe manufacturing establishments in the United States are located in this State.

The number of locals as classified under each occupation elsewhere in this report does not represent invariably the number of locals in Massachusetts affiliated with any international having jurisdiction over that occupation, for in some cases one or more of these internationals conflict in their jurisdiction over the same occupation or group of occupations, while in other cases several closely related occupations may be under the jurisdiction of a single international. Thus it will be found that the number of unions classified under the several internationals in the table on page 12 and in Table 1 on pages 47 to 50, will not be in full agreement with the number of unions classified under the several occupations in Table 4 on pages 52 and 53.

2. DELEGATE ORGANIZATIONS.

A. INTRODUCTORY.

While affiliated with their respective international organizations, nearly all of the local organizations in Massachusetts are at the same time affiliated with what this Bureau has found convenient to designate as "delegate organizations,"¹ which have no direct membership but consist merely of "delegates" or "representatives" from groups of local unions. These organizations have for convenience been grouped under three classes: (A) State, District, and Trades Councils; (B) Central Labor Unions; and (C) Local Trades Councils.

B. STATE, DISTRICT, AND TRADES COUNCILS.

The total number of organizations included in this group² at the close of 1913 was 71 as compared with a total of 69 at the close of 1912. These 71 organizations included 11 State Branches, comprising locals affiliated with various internationals; seven New England District Councils having affiliated locals in Massachusetts; 25 Railway Adjustment Committees, Grievance Committees, and Conference Boards; and 28 District Trades Councils (including carpenters, 11; painters, four; machinists, three; and others, 10). The number under each class in 1913 varied but little from that in 1912. The only variations were a decrease of two in the number of New England District Councils, and an increase of three in the number of miscellaneous District Trades Councils.

The organizations of this character having at least 25 affiliated organizations in Massachusetts were: The Massachusetts State Branch of the American Federation of Labor which at the close of the year represented 31 central labor unions and 337 local unions; the Massachusetts State Council, United Brotherhood of Carpenters and Joiners, with 153 locals; the Grand Council of Carpenters of Eastern Massachusetts, with 64 local unions and 6 Local District Councils; the Massachusetts State Conference of Bricklayers, Masons and Plasterers, with 45 locals; the Massachusetts State Conference of Painters, Decorators, and Paperhangers, with 31 locals; and the International Association of Machinists: District Lodge No. 19, with 30 locals, of which 25 were in Massachusetts.

¹ See definition on page 60.

² For a comparative statement for the years 1908-1913, see Table 2 on page 50.

C. CENTRAL LABOR UNIONS.

The number of central labor unions in Massachusetts at the close of 1913 was 35 as compared with 33 in 1912, 35 in 1911, 35 in 1910, 33 in 1909, and 33 in 1908. There was one such body in each of 25 cities and ten towns. In eight¹ cities there was no organization of this character, namely, Beverly, Everett, Medford, Melrose, Newburyport, Newton, Waltham, and Woburn. During the year two new central labor unions were organized, one in Marlborough and the other in Montague (Millers Falls), and no central labor unions were disbanded.

The aggregate number of local unions (including a few duplications) affiliated with the 35 central labor unions in Massachusetts was 760. There were fourteen central labor unions each of which had 20 or more affiliated locals as follows: Boston, 155; Springfield, 58; Worcester, 46; Brockton, 41; Lowell, 34; Holyoke, 31; New Bedford, 30; Lynn, 29; Lawrence, 28; Fall River, 26; Haverhill, 25; North Adams, 23; Cambridge, 22, and Taunton 21; making a total of 569 locals affiliated with these 14 central labor unions. The number of locals affiliated with the remaining 21 central labor unions was 191.

D. LOCAL TRADES COUNCILS.

Within this group² there were 56 organizations at the close of 1913 as compared with 63 at the close of 1912. Among these 56 organizations there were 10 carpenters' district councils, nine building trades councils or sections, seven allied printing trades councils, six joint shoe councils, three textile councils, and 21 other local trades councils. Of these 56 organizations 21 were in Boston, five in Springfield; four each in Brockton and Lynn; three each in Lowell, New Bedford, and Worcester; two each in Fall River, Holyoke and Lawrence; and one each in Haverhill, North Adams, Pittsfield, Quincy, Salem, Taunton, and Whitman. The organizations of this character were confined to these 17 localities, all of which are cities, except Whitman. In each of these 17 localities, except Whitman, there was also a central labor union. (See Section C preceding, relative to Central Labor Unions.)

¹ While these cities had no central labor union, at least one of the local unions in each of these cities was affiliated with a central labor union in a neighboring city.

² For a comparative statement in detail for the years 1908-1913, see Table 2 on page 50.

3. LOCAL TRADE UNIONS.

A. INTRODUCTORY.

In this report statistics are presented showing the number of labor organizations in Massachusetts at the close of each of the six years, 1908 to 1913, also, for the close of 1912 and 1913, the number and membership of locals in the leading cities and towns, the number and membership of local unions classified by occupations and by industries, and the number of women in these organizations classified by occupations.¹

B. COMPARISONS BY YEARS, 1908-1913.

In the following table is shown the total number of local unions in Massachusetts at the close of each of the six years, 1908 to 1913, together with additional returns showing by sex the aggregate membership reported on corresponding dates.

Number and Membership of Local Trade Unions at the Close of Each Year Specified.

YEARS.	Number of Local Unions	MEMBERSHIP REPORTED		
		Males	Females	Both Sexes
1908,	² 1,243	³ 151,765	10,122	⁴ 161,887
1909,	1,244	⁴ 156,799	11,238	⁴ 168,037
1910,	1,250	168,400	18,910	187,310
1911,	1,282	174,899	16,139	191,038
1912,	1,361	211,019	25,749	236,768
1913,	1,403	211,213	30,513	241,726

The membership of the 1,403 local unions in the Commonwealth at the close of 1913 was 241,726 as compared with a membership of 236,768 of the 1,361 local unions in existence at the close of 1912. The net increase⁵ in the membership during the year was 4,958 members, or 2.1 per cent. The number of new local unions organized during the year 1913 was 147 and the number which disbanded or combined with

¹ The detailed tables will be found on pages 51 to 54 and are numbered respectively 3, 4, 5, and 6.

² In the report for 1908 the number of local unions for that year was given as 1,256. This total included 13 unions which are not included in the totals for the other four years in the table, and which were not, strictly speaking, labor organizations, but rather educational and beneficial organizations. The totals for 1908 have, accordingly, been corrected as above in order that the totals for the several years may be strictly comparable.

³ Does not include the membership of 83 local unions which failed to report.

⁴ Does not include the membership of 59 local unions which failed to report.

⁵ With reference to this increase see pages 6 to 8.

some existing local union was 105, making a net increase of 42 locals during the year, or 3.1 per cent. The average membership of the 1,403 local organizations in existence at the close of 1913 was 172.3 as compared with an average membership of 174.0 at the close of 1912. This decrease in average membership is due principally, if not entirely, to the marked decrease in the membership of a few unions of Industrial Workers of the World which had an exceptionally large membership at the close of 1912.

The distribution of unions by cities and by towns has remained fairly constant during the six-year period, 1908-1913. In 1913, 21.7 per cent of the local unions were located in Boston, 57.3 per cent in the 32 other cities, and 21.0 per cent in the towns. There was a net gain of 16 unions in Boston during the year 1913, a net gain of 11 unions in the 32 other cities, and a net gain of 15 unions in the towns of the State.

C. DISTRIBUTION OF LOCAL UNIONS BY MUNICIPALITIES.

A classification of local organizations by cities and towns is a rather essential one because the unit sphere of union activity is the local community, whether that be a city, a town, or a section of a city or town. The preparation of such a classification is no simple task for the reason that in many instances a so-called "local organization" may have jurisdiction over one or more adjoining cities or towns, or, in the case of railroad organizations, over even an entire railroad system. In those instances where the jurisdiction of an organization covers more than one city or town the Bureau has classified such organization under that city or town in which it maintains its headquarters, the membership of such organization being largely confined to the locality in which its headquarters are located. The total membership of organizations classified under Boston, for example, is probably in excess of the actual number of organized workingmen who reside in Boston because, for convenience, certain residents of neighboring localities may be members of an organization having its headquarters in Boston. In the case of certain so-called local railroad organizations the membership may include employees from even distant points on the particular railroad system represented; nevertheless, the point of departure is the essential consideration, and it is partly for this reason that no attempt has been made to determine the actual residence of the members of such unions. Accurate showing on the latter basis would obviously be very difficult, rendering it necessary for the Bureau to ascertain the actual place of residence of each member of each local organization in the State, or, at least to secure a

statement in detail from each organization as to the residence of its members, a task which the value of the information would hardly justify.

Boston far out-ranked all other cities both with respect to the number of unions and their aggregate membership, having 305 local unions at the close of 1913 with an aggregate membership of 96,621. The cities having 25 or more local unions were: Boston, 305; Worcester, 69; Springfield, 68; Lynn, 59; Lowell, 56; Brockton, 51; Holyoke, 45; Lawrence, 44; New Bedford, 38; Fall River, 37; Haverhill, 32; Salem, 32; Fitchburg, 29; Taunton, 29; and Quincy, 25.

The cities represented by a membership of over 2,500 were as follows: Boston, 96,621; Brockton, 16,239; Lynn, 13,645; Lawrence, 10,450; Fall River, 10,054; New Bedford, 9,078; Springfield, 8,715; Worcester, 8,568; Lowell, 6,435; Haverhill, 5,999; Holyoke, 4,152; Salem, 3,890; Cambridge, 2,728; and Quincy, 2,591.

At the close of 1913, 131 municipalities in the State were represented by at least one local trade union, there being at least one local in each of the 33 cities and in each of 98 of the 320 towns, leaving 222 towns not so represented. The municipalities represented at the close of 1913 were the same as in 1912, with the exception of Huntington and Warren, which were represented in 1912 but not in 1913, and Lexington and Westwood, which were represented in 1913 but not in 1912.

A comparison of the number of the local trade unions in these 131 localities at the close of 1913 with corresponding data for 1912 shows that in 71 localities there was no change in the number of local unions; in 36 localities there was an increase (Lexington and Westwood having had no locals in 1912); and in 24 localities there was a decrease (Huntington and Warren having no locals in 1913). There was a net increase in the number of unions in each of the following localities: Boston, 16;¹ Lowell and Worcester, five each; Brockton and New Bedford, four each; Holyoke, Springfield, and Winchester, three each; Framingham, Greenfield, and Taunton, two each; and in 25 other localities, one each. The localities in which there was a net decrease in the number of local unions were the following: North Adams, four; Quincy, three; Adams, Chicopee, Haverhill, Lawrence, and Pittsfield, two each; and in 17 other localities, one each.

In each of 69 of the 133² municipalities having one or more local unions in 1912 or 1913, there was a net increase in union membership, aggregating 18,382; in each of the 55 localities there was a net decrease,

¹ Hyde Park (town) became annexed to Boston, January 1, 1912. The statistics for Boston presented in this report, both for 1912 and 1913, include Hyde Park.

² Includes two municipalities which were represented by one union each in 1912, but by no union in 1913.

aggregating 13,424; while in nine localities the union membership remained unchanged. The net increase in union membership was 4,958. The localities showing increases of more than 500 union members were: Boston, 8,788; Fall River, 2,706; Worcester, 1,473; Lowell, 1,260; and Brockton, 699. The localities showing decreases¹ of more than 500 members were: Lawrence, 6,877; Chicopee, 700; Lynn, 631; Adams, 553; Springfield, 539; and Haverhill, 526.

D. COMPARISONS BY OCCUPATIONS AND INDUSTRIES.

(a) *Occupations.*²

It is somewhat difficult to classify local unions on the basis of occupations or of industries because the locals are not always organized strictly on an occupational or industrial basis, consequently, it is necessary in some cases to classify a particular union under that occupation or industry in which the greater portion of its members may be employed or to combine several occupations under one title in those cases where the members of the local union are not all employed in the same occupation. Thus, in the case of certain unions of boot and shoe workers known as "mixed unions", the membership may consist of lasters, stitchers, cutters, and others in diversified branches of the work of boot and shoe manufacturing. Such mixed unions are more apt to be found in those localities in which there are not a sufficiently large number in any single branch of the trade to justify the formation of separate unions. Owing to these difficulties in classification it has not been possible to present the returns with that degree of detail or exactness in classification that might be possible were the returns supplied by the individual as the unit of investigation, as in the case of a census. Nevertheless, the returns by occupations and industries are presented sufficiently in detail to serve the present purpose of comparison.

The local unions for the most part are organized on the basis of specific occupations or crafts rather than on the basis of industries. The occupations in which there were 25 or more unions at the close of 1913 were, in the order of number of unions: Carpenters, 154; boot and shoe workers, 108; painters, decorators, and paperhangers, 68; textile workers, 67; bricklayers, masons, and plasterers, 49; teamsters, chauffeurs, and stablemen, 42; plumbers, steamfitters, and gasfitters, 42; municipal employees, 41; machinists, 37; barbers, 35; molders and coremakers, 29;

¹ In Lawrence, Chicopee, and Haverhill the losses in membership were principally from local unions affiliated with the Industrial Workers of the World.

² For information in detail by occupations, see Table 4 on page 52.

musicians, 28; bartenders, 27; retail clerks, 27; and street and electric railway employees, 26. In the following occupations there was a net increase of five or more unions in 1913 as compared with 1912 as follows: Boot and shoe workers, six unions; municipal employees, six unions; retail clerks, six unions; and painters, decorators, and paperhangers, five unions. There was a decrease of five in the number of unions of boiler-makers and of textile workers.

The occupation comprising the largest number of organized workingmen in 1913 was boot and shoe making, including 42,204 organized employees in 108 local unions and constituting 17.5 per cent of the aggregate membership of all local trade unions in the State. Textile workers ranked second with a total membership of 25,028, or 10.4 per cent of the aggregate membership of all local trade unions in the State, followed in order of membership by carpenters, 19,966; street and electric railway employees, 14,312; teamsters, chauffeurs, stablemen, etc., 9,879; garment workers, 9,020; painters, decorators, and paperhangers, 6,409; bricklayers, masons, and plasterers, 5,670; hod carriers and building laborers, 5,368; musicians, 5,318; municipal employees, 5,168; machinists, 4,761; railroad trainmen, 4,429; bartenders, 3,811; cigarmakers, 3,517; plumbers, steamfitters, and gasfitters, 3,426; electrical workers, 3,194;¹ molders and coremakers, 2,976; compositors, 2,861; stationary firemen, 2,821; and barbers, 2,710.

Comparison of the returns of membership for 1913 with those for 1912 indicates that in 37 of the 56 occupations specified there was an increase in the number of organized workingmen; in 18 there was a decrease, while in one occupation there was no change in the number of organized employees. The increases of more than 1,000 members were as follows: Garment workers, 3,421; street and electric railway employees, 1,445; carpenters and joiners, 1,295; and electrical workers, 1,272.¹ Two occupations showed decreases of more than 1,000 members as follows: Textile workers, 6,928,² and boiler makers, 1,256.

(b) *Industries.*³

Of the 1,403 local unions in all industries 513, or 36.6 per cent, are classified under manufacturing; 385, or 27.4 per cent, under building; 243, or 17.3 per cent, under transportation; 78 under domestic and

¹ Not including telephone operators.

² This decrease consisted principally of members of local unions affiliated with the Industrial Workers of the World.

³ For a tabulation of the number and membership of local unions by industries, see Table 5 on page 53. The classification of industries as used in this report is identical with that used in the report for 1912, and is based on the classifications adopted by the United States Bureau of the Census for its statistics of Population and Manufactures.

personal service; 52 under professional service; 50 under public service; 33 under trade; eight under extractive industries; and miscellaneous, 41. The total membership reported by the 1,403 unions in all industries was 241,726. The leading industry in point of membership reported at the close of 1913 (as also at the close of 1912) was manufacturing, with a total membership of 112,991 reported by 513 unions and constituting 46.7 per cent of the aggregate membership reported by all the unions in the State. Transportation ranked second with a total membership of 54,031, or 22.3 per cent, reported by the 243 unions in that industry. Then followed in order of membership reported: Building, 43,640; domestic and personal service, 9,271; professional service, 6,622; public service, 6,127; trade, 3,797; extractive industries, 725; and miscellaneous, 4,522.

E. WOMEN IN LABOR ORGANIZATIONS.¹

In several occupations in Massachusetts organized women wage-earners are well represented. A tabulation by sex of the membership of labor organizations in the State shows that at the close of 1913 there were 195 unions having women as members as compared with 181 at the close of 1912. The aggregate female membership at the close of 1913 was 30,513 as compared with an aggregate female membership of 25,749 one year earlier, representing a gain of 4,764 women members, or 18.5 per cent, as compared with a net gain of 9,610, or 59.5 per cent, during the year 1912. The principal increases during 1913 were: Boot and shoe workers, 1,867, and garment workers, 1,148; whereas in 1912 the principal increases were: Textile workers, 3,209; boot and shoe workers, 2,793; telephone operators, 1,850;² and garment workers, 1,185.

The municipalities in which there were at least 1,000 female trade unionists at the close of 1913 were: Boston, 8,089; Brockton, 4,138; Fall River, 3,484; Lynn, 2,543; Lawrence, 2,187; New Bedford, 2,106; and Haverhill, 1,018. In each of the following municipalities there were over five local unions having female members at the close of 1913: Boston, 39; Brockton, 15; Lynn, 13; Fall River, nine; Springfield, nine; Haverhill, eight; Worcester, eight; Lowell, seven; Fitchburg, Lawrence, New Bedford, and North Adams, six each.

Of the 30,513 female trade unionists in the Commonwealth at the close of 1913, 11,901, or 39.0 per cent, were boot and shoe workers; 8,682, or 28.5 per cent, were textile workers; 3,185, or 10.4 per cent, were garment workers; 2,548, or 8.4 per cent, were telephone operators; 876, or 2.9 per cent, were retail clerks; 650, or 2.1 per cent, were cigar

¹ For tabulation in detail by occupations, see Table 5 on page 53.

² Prior to 1912 there were no organizations of telephone operators in the State.

factory workers and tobacco strippers; 583, or 1.9 per cent, were bookbinders; and 2,088, or 6.8 per cent, were distributed among other occupations.¹

Of the 195 unions which had female members at the close of 1913, 18, with an aggregate membership of 7,226, were composed *entirely* of women. Seven of these 18 unions were in Boston, three were in Springfield, and there was one in each of the following cities: Cambridge, Fall River, Gloucester, Holyoke, Ludlow, Lynn, Salem, and Worcester.

There were 62 unions, each of which had 100 or more female members, and of this number four had over 2,000 female members each, two were represented by a female membership ranging between 1,000 and 1,500, nine between 500 and 1,000 female members, and 47 included from 100 to 500 women.

F. MEMBERSHIP OF THE LARGEST LOCAL UNIONS, 1913.

Of the 1,403 local unions in existence in Massachusetts at the close of 1913, 35 unions reported a membership of 1,000 or over. The membership of the largest union was 8,044, of the next largest, 6,143, and of the third in size, 3,521; six unions had a membership ranging between 2,000 and 3,500; nine between 1,500 and 2,000; and 17 between 1,000 and 1,500. Sixteen of the 35 unions which had a membership of 1,000 or over were located in Boston, four in Brockton, three in Lynn, three in Fall River, two in New Bedford, and one each in seven other cities and towns. Thirteen of these 35 unions were unions of boot and shoe workers; six were unions of textile workers; three were unions of garment workers; two were unions of street and electric railway employees; and there was one union each in the following occupations: Bartenders, bricklayers, cigarmakers, compositors, hod carriers and building laborers, meat cutters, musicians, painters, stationary firemen, teamsters, and telephone operators.

G. MEMBERSHIP OF IDENTICAL UNIONS, 1912 AND 1913.

During the course of a single year a considerable number of local unions disband and many new ones are formed; consequently, while the total number of unions existing at the close of one year may vary but little from the total number existing at the close of the previous year, tabulations based on these totals may by no means represent identical unions.

¹ Includes laundry workers, musicians, cigarmakers, ticket collectors, cooks and waitresses, compositors, fish workers, hat trimmers, bakers, tailoresses and dressmakers, railway clerks, hat and cap makers, telegraphers, leather workers, upholsterers, fur workers, industrial workers (various occupations), janitresses, station agents, machinists, and one news writer.

In order to ascertain the actual fluctuation in membership of identical unions (*i.e.*, of unions reporting their membership both at the close of 1912 and of 1913) a table¹ has been prepared showing for specified cities, and for other cities and towns grouped together, the membership of identical unions in 1912 and 1913 and also the increase or decrease in 1913 as compared with 1912.

The total number of identical unions reporting was 1,256, of which number 617 reported increases in membership, 502 reported decreases, and 137 reported no change. The net increase reported by these 1,256 identical unions was 3,306, which was approximately 66.8 per cent of the net increase in membership of all unions in the State in 1913 as compared with 1912. The largest net increase in membership of identical unions in any municipality was 6,992 in Boston, followed by 2,651 in Fall River; and 694 in New Bedford; while the largest net decreases were 6,431² in Lawrence and 1,001 in Lynn. Of the 262 identical unions in Boston, 137 reported increases in membership, 96 reported decreases, and 29 reported no change.

¹ See Table 7 on page 55.

² Principally members of local organizations affiliated with the Industrial Workers of the World.

III.

UNEMPLOYMENT IN THE ORGANIZED INDUSTRIES.

1. INTRODUCTORY.

Annual summaries of the statistics relative to unemployment among the organized wage-earners of Massachusetts have been published by this Bureau in the "Annual Reports on Labor Organizations."¹ The present summary, therefore, constitutes virtually our Sixth Annual Report on the subject of Unemployment.

Statistics of unemployment, wherever collected, show that even in times of industrial prosperity, some measure of unemployment is unavoidable. Careful investigations as to the extent and causes of unemployment, which have recently been made both by public and private agencies, uniformly are in agreement in their conclusions that methods can be devised whereby the number of persons unable to find employment can, at all times, be materially reduced and that the adoption of measures with this end in view should receive immediate public attention in this country.

In certain European countries attempts have been made for some years to reduce the amount of unemployment through various forms of legislative action such as the provision of labor exchanges, the provision of special government enterprises for the express purpose of providing work for the unemployed, the provision of some form of insurance for the benefit of those who have been unable to find employment, and other measures, some of which are of a decidedly novel nature. But until recent years the problem of unemployment in the United States, except during comparatively brief and infrequent seasons of industrial inactivity, has

¹ The summary information for 1908-1912 was published in the Annual Reports on Labor Organizations as follows:

1908 — First Annual Report on Labor Organizations (Part II of the 39th Annual Report on the Statistics of Labor), pp. 182-184, 205, 206.

1909 — Second Annual Report on Labor Organizations (Part III of the 40th Annual Report on the Statistics of Labor), pp. 303-307, 339, 340.

1910 — Third Annual Report on Labor Organizations (Labor Bulletin No. 87), pp. 28-33.

1911 — Fourth Annual Report on Labor Organizations (Part II of the 42d Annual Report on the Statistics of Labor), pp. 89-100.

1912 — Fifth Annual Report on Labor Organizations (Labor Bulletin No. 96), pp. 22-38, 110-113.

The quarterly reports on unemployment have been issued as follows:

1908 — Labor Bulletins Nos. 59, 61, 62, and 63.

1909 — Labor Bulletins Nos. 64, 66, 69, and 71.

1910 — Labor Bulletins Nos. 72, 74, 77, and 79.

1911 — Labor Bulletins Nos. 80, 82, 85, and 89.

1912 and 1913 — Quarterly Reports on Unemployment.

Each quarterly bulletin or report contained the returns for the quarter just ended previous to its publication, together with comparable returns for earlier quarters and several pages of descriptive text.

received but scant and inadequate attention.¹ Occasionally demonstrations by large numbers of unemployed who have congregated in urban centers in this country, have called brief public attention to this phase of industrial life. At such times temporary and merely palliative remedies have been offered, only to be summarily dismissed from thought as soon as the disturbances have ceased.

Although the problem of unemployment has been a subject of prolonged investigation and of numerous experiments in certain European cities, it has scarcely been considered at all, except intermittently, in the United States until within a few years. In fact interest in any new industrial problem in this country seems to await an attempted solution in one or more of the European countries, eventually to result in the adoption of a series of varying systems in as many different States, such systems bearing but little resemblance to the plans which have been carefully worked out in other countries. Thus, for several years past the subject of industrial accidents and systems of compensation therefor, have occupied the attention of the leading men of affairs and of our legislatures. Having finally put into operation more or less satisfactory systems in the leading industrial States, public opinion is now being directed to the problem of unemployment, in an endeavor to devise a system which shall be adapted to meet American conditions and which, consequently, would differ essentially from their European prototypes.

No attempt has been made in this report to cover the wide range of topics which should be considered in a comprehensive and detailed study of the subject of unemployment. We have endeavored to consider, merely in the nature of a general review or survey, the main facts as to the development of the principal phases of this problem which are now the subject of zealous inquiry by students, social workers, public officials, and popular writers. We have also discussed at some length a graphic representation of existing statistics of unemployment among organized wage-earners in the United Kingdom, Germany, New York State, and Massachusetts, in order to show to what extent the periods of industrial inactivity have corresponded in the several countries considered. Following this discussion is presented an analysis of the statistical data relative to unemployment of organized workpeople in Massachusetts, obtained during the six-year period, 1908-1913.

¹ Except for the provision of free employment offices in 19 states (57 offices) and 15 municipalities, the problem of finding work for the unemployed has been left almost wholly to charitable institutions and associations and to private agencies and individuals, among which institutions and agencies no large spirit of co-operation has been manifested.

2. GENERAL REVIEW OF THE IMMEDIATE PROBLEM.

During the year 1913 the problem of unemployment in the United States became pressing, particularly during the latter part of the year. In consequence, the literature on the subject of unemployment has reached a volume unapproached in any year, at least during the present decade.

More significant however than any mere increase in volume of printed matter is the change in character of the discussion of the problem itself. Formerly the literature on the subject had reference particularly to the more or less spectacular demonstrations by the unemployed, or was merely descriptive of the temporary relief measures adopted in those centres (principally urban) where the unemployed had concentrated in large numbers. But during the past two years much has been written in an endeavor to bring to public attention constructive plans for the ultimate solution of the problem through the adoption of permanent measures not confined to any single locality or industry.

An examination of the numerous articles on various phases of the subject of unemployment written during the past year leads one to conclude that there has been no lack of effort to co-ordinate the work of the various individuals, associations, or public bodies which have been actively engaged in devising and putting into operation the many different plans for reducing the amount of unemployment in the immediate communities in which their activity has been principally exercised. This growing spirit of co-operation is amply evidenced by the numerous conferences which have been held recently for the very purpose of organizing the movement against unemployment on a national and international basis and of bringing together those experienced students and workers who have given special attention to the subject.

Three years ago an association known as the International Association for the Struggle Against Unemployment was organized in Paris, which, since its organization, has made careful investigation of the problem of unemployment, its causes and remedies, both tried and proposed, has issued a series of monographs and bulletins on the subject and "has sought to secure concerted action in the adoption of some efficacious and far-reaching treatment." In response to the call of this Association, 16 nations and 130 cities were represented at the first general congress on unemployment which met at Ghent¹ during the second week in September, 1913.

¹ For a report of this congress, see article entitled "Unemployment, a World Problem, and the Congress at Ghent," by Miss Katherine Coman, published in *The Survey*, Vol. XXXI, No. 22, February 28, 1914, pages 667-669.

3. SOME RECENT CONSTRUCTIVE MEASURES.

In the following paragraphs will be considered several of the more important measures of a constructive nature that have been recently adopted or proposed with a view to permanently reducing to a minimum the number of unemployed.

A. SUBSIDIZED UNEMPLOYMENT INSURANCE.

Many attempts to provide funds for the payment of subsidized unemployment insurance to workingmen have been made, the earliest recorded having been that in the city of Berne, Switzerland, in 1893. Some of these attempts have proven successful while others have resulted either in complete failure or have become merely modified forms of public relief. One attempt, that in the city of Ghent,¹ Belgium, has proven so highly successful in its operation that many other European cities have established similar systems of unemployment insurance.

B. PAYMENT OF UNEMPLOYMENT BENEFITS BY TRADE UNIONS.

In the United Kingdom many of the trade unions have adopted unemployment insurance as a special feature of their beneficiary systems, and it is undoubtedly in recognition of the real value of this practice that Parliament made provision in 1911 for the payment of unemployment benefits to workmen in certain important trades. The Act has undoubtedly encouraged organized workmen in other trades than those covered by the Act to adopt unemployment benefit features similar to those in operation prior to the passage of the Act. In Continental Europe, also, trade unions have provided insurance of this character and in several of the countries and cities (notably Ghent)² aid in the form of subsidies has been granted to the organizations which pay benefits of this character.

In the United States but very few of the national and international organizations of workingmen have adopted unemployment insurance features although several unions have done so with marked success. During the year ending September 30, 1913, seven international organizations affiliated with the American Federation of Labor reported having paid unemployed benefits amounting to \$69,445.70,³ the amounts paid

¹ For a description of the Ghent System, see *Social Insurance*, by I. M. Rubinow, 1913, Chapter XXVII on "Subsidized Unemployment Insurance," pages 464, 465.

² See Miss Coman's article in *The Survey* referred to in the note on the opposite page.

³ See Table published in *Report of Proceedings of the Thirty-third Annual Convention of the American Federation of Labor*, 1913, page 24.

by the several unions having been as follows: Cigar Makers, \$42,911; Spinners, \$13,000; Molders, \$6,277; Pattern Makers, \$6,000; Diamond Workers, \$720; Pulp and Sulphite Workers, \$500; Elastic Goring Weavers, \$28; and Steel Plate Transferrers, \$10. Traveling benefits, which are virtually a form of unemployed benefits, in that they enable members to travel in search of new positions, were paid by two unions, the amounts being as follows: Cigar Makers \$33,113 and Tunnel and Subway Constructors \$580. The aggregate of these payments by no means constitutes the full amount paid by labor organizations for these purposes, for many local unions assist their unemployed members either from local insurance funds, maintained independently of the international organizations, or by special donations in individual cases that may have been brought to their attention.

Whatever the probability of the *ultimate* adoption in this country of a system whereby unions paying unemployment insurance shall receive subsidies from the national or state governments, or even from municipalities, there certainly is no *immediate* prospect of its adoption, particularly in view of the present indisposition of nearly all of the international unions to include unemployment insurance as one of their beneficiary features, notwithstanding the fact that this form of insurance has been repeatedly recommended by leading labor officials who have observed the great advantages resulting in those cases where such features have been adopted.

C. COMPULSORY UNEMPLOYMENT INSURANCE IN THE UNITED KINGDOM.

The establishment of a national compulsory unemployment insurance system in the United Kingdom in 1911¹ has given an unusual impetus to the study of the problem of unemployment insurance, and the experiment has been watched with great interest, particularly as there was no definite information available which would enable the authorities to determine, with any degree of accuracy, the probable cost of maintaining the system.

The First Report on the operation of the compulsory unemployment insurance system in Great Britain issued by the British Board of Trade, which board was charged with the administration of the system, has been issued and from that report has been taken the following extract descriptive of the operation of the system during the first year, but covering

¹ A brief summary of this act may be found in Bulletin 102 of the United States Bureau of Labor Statistics and also on page 25 of Bulletin 96 of the Massachusetts Labor Bulletin.

a period of six months only during which unemployment benefits had been paid.¹

It is too soon to judge of the ultimate economic and social effects of the scheme of National Insurance against unemployment. So far it has only operated during a time of exceptional trade prosperity. We have yet to experience its working during a period of depression in the labour market. What, however, can be said is that the initial difficulties of bringing the scheme into operation have been successfully overcome; that so far the scheme itself has been proved to be administratively practicable, and has justified the actuarial calculations on which it was based; that it has increased five or six fold the number of workpeople protected by insurance against distress caused by unemployment, and that it has at the same time tended to encourage rather than to discourage voluntary provision for the same object. Finally, it may be added that there is a prospect that the insured trades will enter upon their next period of depression with an accumulated reserve fund of some millions sterling, laid up during the present period of prosperity, together with an organization already in being, capable of applying that reserve to meet the needs of each of the trades in every part of the United Kingdom.

D. DECASUALIZATION OF LABOR.

(a) *Organization of Industrial Enterprises.*

An effective method of reducing the amount of unemployment which is at the present time engaging considerable attention in this country is that usually termed "decasualization of labor", that is, the provision of regular employment for those who ordinarily have been but irregularly employed. The principle is by no means a new one, and has perhaps its best illustration in the definite plan by which, several years ago, employment of dock laborers in London was organized in such a way that a much larger number of men were assured of more regular employment than had formerly been the case, thus reducing the number of casual laborers employed as longshoremen at the docks.

One method of decasualizing labor is by making the industry continuous throughout the year. Thus in the manufacture of boots and shoes the usual slack season in the Spring of the year has been practically eliminated by one company through the organization of its factories in such a way as to distribute the work more uniformly throughout the year. Other progressive employers are already making an effort to so organize their establishments as to avoid "seasonal fluctuations" in their plants, and it has been suggested that efforts be made to impress upon employers generally their responsibility with reference to the furnishing of regular

¹ *Unemployment Insurance — First Report on the Proceedings of the Board of Trade under Part II of the National Insurance Act, 1911.* [Cd. 6965.] Issued in 1913. See Prefatory Note by the Permanent Secretary of the Board, page iv.

employment to their entire labor force in so far as that may be possible. That some form of inducement be offered to employers to so regulate their business has also been suggested, and that, in some cases, employers be penalized for their failure to do so has even been seriously proposed.

While it would doubtless prove difficult to provide legislation of this character which might not work injustice to employers in certain instances, steps have already been taken in this direction, legal provision having been made in several States for the giving of due notice to employees about to be discharged from service. In South Carolina this principle was even further extended in 1912 by an Act¹ providing in effect, that:

Employers who require notice of quitting work must, in turn, notify their employees of shutdowns by posting in every room a printed notice stating the date of beginning the shutdown and its approximate length. These notices must be posted at least two weeks before the shutdown, or for the same time that is required of employees before quitting. Shutdowns caused by some unforeseen accident to machinery, "or by some act of God or of the public enemy," are excepted. Maximum penalty, \$5,000. In addition to the penalty, employers are liable to each one of their employees for damages suffered by the failure to give notice.

In those cases, as in the building trades, garment making, etc., where it is practically impossible to so regulate the business that the workmen shall be employed throughout the entire year, it is proposed to "dovetail" the active working periods in such industries with those in other industries, the periods of activity of which may often follow closely. Owing to the dissimilarity in the nature of the several trades this may be difficult of accomplishment in any single locality, but through the organizing of industry by means of a national system of labor exchanges this plan may, possibly, prove a practicable one. The migration of farm laborers from point to point in the West as the harvest season advances is an illustration of this method of "dovetailing" in a single industry and the northward movement of domestic help in the summer months from southern hotels where they have been employed during the winter months is another illustration of this character. As also illustrative of this method may be mentioned the plan, adopted in certain hat factories in Foxborough and Boston, of adding felt hats as one of the products of the establishments in order that the workmen who were formerly laid off at the close of the straw hat making season might be retained in continuous employment. Similarly in certain shops in New York City in which formerly artificial flowers only were manufactured, the making

¹ No. 424, Acts of 1912, in effect February 23, 1912. For digest here quoted, see *American Labor Legislation Review*, Vol. II, No. 3, page 490.

of feathers in the same shops has served to provide employment for those who would otherwise be thrown out of work at the close of the season during which artificial flowers are customarily made.

The further development of this plan, so that the transfer from one industry to another may readily be made, is worthy of most careful consideration.

(b) *Decentralization of Urban Population.*

It may be suggested that the Homestead Commission in Massachusetts might properly consider the feasibility of some plan for providing plots of ground (not necessarily homesteads) on which enterprising workmen could find opportunity to employ themselves profitably when not employed at their usual trades. In Belgium the "decentralization of town populations" has been partially accomplished by this method. In his description of the Belgian method, Mr. R. S. Rowntree, in a summary paragraph, has written as follows:¹

. . . We have shown that much might be done to increase the security of industrial workers, and to mitigate the consequences of unemployment, if facilities were given for town workers to reside in the country and to cultivate a plot of land. This would provide them with an alternative to industry, which might be developed as the latter failed them. No doubt in the first instance only the most enterprising workmen would adopt this mode of living, but when the advantages which they derived from it were recognized, others would follow their example, and the children, being brought up in the country, would often settle there. Thus in time, increasing numbers of industrial workers of all grades would be resident outside the towns and cultivating their plots of land when they had no other work.

E. UNEMPLOYMENT LEGISLATION IN THE UNITED STATES IN 1913.

Although the subject of unemployment has reached a point of wide discussion the legislation during the year bearing directly on the problem could hardly be considered more than a series of tentative efforts to meet the local situation in the eight States which enacted laws bearing on unemployment. The following is a summary of the legislation of this character enacted during the year:²

Eight States — California, Connecticut, Illinois, Indiana, Massachusetts, Michigan, South Dakota, and Wisconsin — enacted laws bearing on unemployment. In Illinois a commission was created to study its causes and effects, and among the many very wide duties conferred upon the new California commission of immigration and housing is the duty to "obviate unemployment." In four States provision was made

¹ See *Unemployment — A Social Study*, by R. S. Rowntree and Bruno Lasker, page 309.

² Quotation from the "Review of Labor Legislation of 1913" in *American Labor Legislation Review*, Vol. III, No. 3 (October, 1913), page 420. A digest of the several Acts appears on pages 420-424 of the same publication.

for free public employment bureaus, and in five States the regulations governing private bureaus were strengthened — excessive fees, fraudulent placements, unsuitable location of offices, and sending applicants to immoral resorts being the main points of attack. In California and Wisconsin entire new codes dealing with the private bureaus were adopted. The free public employment office authorized in Boston under the Massachusetts acts is for minors only.¹

4. COMPARISON OF CHARTED RETURNS FOR THE UNITED KINGDOM, GERMANY, NEW YORK STATE, AND MASSACHUSETTS FOR THE YEARS, 1908-1913.

Owing to the great lack of reliable and comprehensive data relative to unemployment, it is very difficult to arrive at any definite conclusion as to the causes, extent, and incidence of unemployment. Furthermore, in those countries and States which publish statistics of this character the methods of obtaining the returns are so distinctly different that the absolute figures are by no means comparable. The principal objections offered to international comparisons of this character are as follows:

1. The disproportionate manner in which the various trades are represented in the statistics for the different countries.

2. The returns are not confined to trade unions paying unemployment benefits.

3. Even where the returns are furnished only by trade unions which pay unemployed benefits, they are not free from the liability to understate the unemployed at any given time.

4. The percentages of unemployment are materially affected by the age distribution of the workmen included in the returns.

These objections to international comparisons must be admitted, but with reference to the second objection attention should be called to the fact that, inasmuch as the payment of unemployment benefits by the unions in the United States is extremely rare, any statistics of unemployment based exclusively on returns from unions which pay benefits would be so meagre as to be practically valueless. The unemployment returns secured from American trade unions by the Bureaus in New York State and Massachusetts are obtained without reference to the payment of unemployment benefits by the unions.

It should, therefore, be pointed out that the local secretaries from whom the reports are received directly are, if anything, more thoroughly conversant with the local employment conditions at the time a report is submitted than would be an international secretary who must of neces-

¹ This office should not be confused with the State Free Employment Office in Boston administered by the Massachusetts Bureau of Statistics. The Act (Acts, 1913, c. 389), referred to, authorized the Boston School Committee to establish and regulate a free employment office for minors, the expenses of which office are to be paid from the school appropriation.

sity base his report upon the number who apply for unemployment benefits, rather than upon any intimate knowledge of local conditions in any particular industry. For example, the quarterly reports on unemployment are obtained by the Massachusetts Bureau of Statistics directly from local secretaries of labor organizations, the average membership of which in 1913 was only 172, while the reports based on payments of unemployed benefits (as in the case of those obtained by the Department of Labour Statistics of the British Board of Trade and the Labor Statistics Division of the German Imperial Statistical Office) are obtained from the secretaries of international unions having a membership in some cases reaching well up into the thousands.

Notwithstanding the incomparability of the *absolute* figures of unemployment obtained in the several countries, such figures furnish a fairly good representation of the *fluctuations* of unemployment in each country and may therefore be used in the preparation of a chart showing the curves of unemployment for a period of time in the several countries, thus indicating, graphically, the extent to which the industrial activity in one country corresponds with that of another. For purposes of such comparison¹ this Bureau has prepared a chart showing the curves of unemployment owing to *lack of work* for Great Britain, Germany, New York State, and Massachusetts and additional curves for New York State and Massachusetts based on the statistics of unemployment for *all causes*. (See Chart on page 35.) An examination of the chart shows a remarkable correspondence in the fluctuations of the curves for New York State and Massachusetts with some degree of correspondence between these curves and similar curves for Germany and the United Kingdom. It will be observed that the fluctuations in the curves representing the returns for Germany and the United Kingdom are by no means as violent as the corresponding fluctuations in the curves representing the conditions in New York State and Massachusetts. This, no doubt, may be explained by the fact that the British and German returns refer to far larger numbers² of employees than do the returns for New York State and Massachusetts, and consequently a large variation in the number unemployed in a few industries does not affect the general percentages in the one case as noticeably as in the other.

¹ It should be borne in mind that the *fluctuations* only in the curves should be compared, because the method of securing the material and the sources of the information vary so greatly in the several countries that any attempt to compare the *level* of unemployment fails utterly.

² At the end of December, 1913, returns relating to unemployment were furnished to the Labor Statistics Division of the German Imperial Statistical Office by 49 trade unions with an aggregate membership of 2,023,051 — *Reichs-Arbeitsblatt*, Jan., 1914, No. 1, page 10. The British returns for the same date represented a net trade union membership of 965,500 — *Board of Trade Labour Gazette*, Jan., 1914, page 1. The returns for New York State at the end of December, 1913, were supplied by 237 representative unions with an aggregate membership of 156,910 — *New York Labor Bulletin* No. 58, Feb., 1914, page 17. The returns for Massachusetts covered 1,081 unions with an aggregate membership of 178,182 (see Table on page 37).

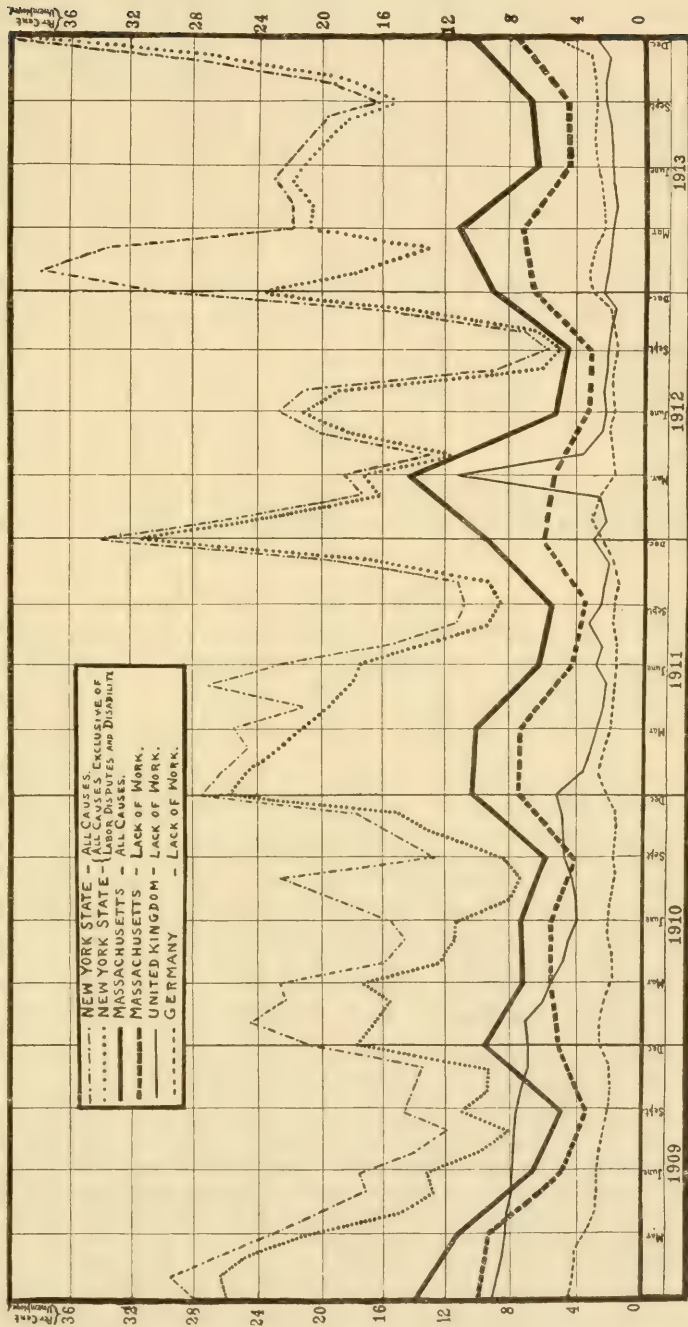
On comparison of the fluctuations of the curves, year by year, it will be noted that the upward rise during the winter periods of each year is common to each curve. In the main, the Massachusetts curves correspond more closely in their fluctuations during the five-year period, 1909-1913, with the curve for Germany than with any of the other curves represented on the chart. The curve for the United Kingdom, like the other curves, shows, in general, a downward trend from the high point at the beginning of the period, but, with the exception of the winter rises, its fluctuations do not appear to correspond in any marked degree with the fluctuations of the other curves. In fact, early in 1912 this curve moved violently upward as a result of the strike of coal miners in England, reaching the maximum point at the close of March of that year, then as rapidly descended and toward the end of the year, actually crossed the curve for Germany, since which time its level has been lower than that of the German curve, whereas, during at least four years prior to 1912, its level had been continuously, and for three years, decidedly higher than that of the German curve.

The Massachusetts curve representing unemployment for *all causes* for the five-year period under consideration shows in general a downward inclination during the first two years of the period, interrupted by upward fluctuations at the points representing the close of the last quarter of each year, followed in 1911 by a high level at the close of March, a downward movement during the summer period, a sharp upward rise at the close of the year continuing upward until March, 1912, followed again by a sharp trend downward during the Summer and Autumn of 1912 with an upward trend at the close of the year; while in 1913 the curve rose still further at the close of March, was followed by a comparatively low level during the Summer and Autumn and was succeeded by the usual upward winter rise. The curve thus represents the gradual improvement in the conditions of employment following the industrial depression of 1907, while the upward fluctuations at the close of each year represent the usual increase of unemployment occurring during the winter months. The very high point reached at the close of March, 1912, was due principally to the unemployment of a large number of textile workers who were on strike in Lawrence, Lowell, and other textile centers.

It will be observed that the Massachusetts curve representing unemployment for *lack of work* follows closely the trend of the curve (for *all causes*) above described, at a fairly constant distance below the former curve. A marked exception to this rule is found in the high point

CHART. — Percentage of Trade Union Members Unemployed in Massachusetts, New York, United Kingdom, and Germany, 1909-1913.

NOTE. — The fluctuations only in the curves may be compared. Owing to the fact that the sources of information vary so greatly in the several countries considered in this chart, any attempt to compare the *level* of unemployment fails utterly. (See text, page 33.)



reached at the close of March, 1912, by the curve for *all causes*, due to unemployment directly and indirectly resulting from the series of important textile strikes which occurred early in the year 1912. The effect of these strikes does not appear in the curve representing the percentages unemployed for lack of work or material and, therefore, this curve did not follow the upward trend of the curve for all causes.

While no comparison of the general *level* of the several curves can be safely made, owing to the varying nature of the returns on which they have been based, yet it may be proper to add that the generally high level of the two curves for New York State has been attributed to the relatively large representation in the returns for that State of certain trades in which usually there is apt to be considerable unemployment, as for example, in the garment trades¹ in New York City.

5. SUMMARY OF QUARTERLY REPORTS RECEIVED FROM LABOR ORGANIZATIONS IN MASSACHUSETTS DURING THE YEARS 1908-1913.

A. INTRODUCTORY.

In this report are presented statistics relative to the state of employment in the organized industries² in the Commonwealth for the six-year period, 1908-1913. The quarterly returns have already been published in detail in quarterly reports³ issued by this Bureau. During this entire period an endeavor has been made to follow identical methods in the collection and tabulation of the returns in order that the reports for the successive quarters might be strictly comparable in every respect. The returns on which these statistics are based were submitted voluntarily by officers of local labor organizations on inquiry blanks which were mailed to them at the end of each quarter.

The following comparative statement shows the number and membership of the organizations reporting at the end of each quarter since the collection of these returns was inaugurated, also the number of members unemployed and the corresponding percentages:

¹ In a discussion of the New York returns for the year 1913, by the New York Department of Labor, it was stated with reference to the strike of garment workers in New York City which lasted from December 30, 1912, until March 12, 1913, that — "As a result of this strike taken in connection with the great weight which garment workers have in these returns (their membership reporting in January and February constituted 34 per cent of the total membership reporting in all representative unions), the dispute idleness percentage for the entire representative union membership reached an unprecedented figure (19.8 in January and 19.1 in February)." *New York Labor Bulletin No. 58*, February, 1914, page 6.

² The statistics of unemployment presented in this section of the report were obtained wholly from labor organizations. There is no source from which comprehensive information as to the state of employment of *unorganized* workmen can be obtained short of a census; and the results of the latter method are always extremely unsatisfactory for reasons inherent in the circumstances under which censuses must necessarily be taken.

³ See Note 1 on page 24.

Number and Membership of Organizations Reporting at the Close of Each Quarter since the Collection of Returns was Inaugurated, and Number of Members Unemployed, with Corresponding Percentages.

QUARTERS ENDING —	NUMBER REPORTING		UNEMPLOYED — ALL CAUSES		UNEMPLOYED OWING TO LACK OF WORK OR MATERIAL	
	Unions	Member-ship	Members	Percent-ages	Members	Percent-ages
March 31, 1908,	256	66,968	11,987	17.9	10,832	16.2
June 30, 1908,	493	72,815	10,490	14.4	9,128	12.5
September 30, 1908,	651	83,969	8,918	10.6	7,349	8.8
December 31, 1908,	770	102,941	14,345	13.9	11,302	11.0
March 31, 1909,	777	105,059	11,997	11.4	9,980	9.5
June 30, 1909,	780	105,944	6,736	6.4	4,913	4.6
September 30, 1909,	797	113,464	5,451	4.8	3,873	3.4
December 31, 1909,	830	107,689	10,084	9.4	5,248	4.9
March 31, 1910,	837	117,082	8,262	7.1	6,186	5.3
June 30, 1910,	841	121,849	8,518	7.0	6,570	5.4
September 30, 1910,	845	118,781	6,624	5.6	4,687	4.0
December 31, 1910,	862	122,621	12,517	10.2	8,938	7.3
March 31, 1911,	889	122,002	12,738	10.4	9,120	7.5
June 30, 1911,	897	135,202	8,927	6.6	5,669	4.2
September 30, 1911,	975	133,540	7,527	5.6	4,904	3.7
December 31, 1911,	905	125,484	12,167	9.7	7,568	6.0
March 31, 1912,	942	161,825	22,738	² 14.1	8,185	5.1
June 29, ¹ 1912,	974	134,940	7,088	5.3	4,540	3.4
September 30, 1912,	972	146,673	6,952	4.7	4,407	3.0
December 31, 1912,	994	174,359	15,914	9.1	11,164	6.4
March 31, 1913,	1,022	170,970	19,329	11.3	12,493	7.3
June 30, 1913,	1,037	172,343	11,116	6.4	7,473	4.3
September 30, 1913,	1,059	177,267	12,010	6.8	7,537	4.3
December 31, 1913,	1,081	178,182	18,574	10.4	13,069	7.3
Average for 1908,	—	—	—	14.2	—	12.1
Average for 1909,	—	—	—	8.0	—	6.6
Average for 1910,	—	—	—	7.5	—	6.5
Average for 1911,	—	—	—	8.1	—	6.4
Average for 1912,	—	—	—	8.3	—	4.5
Average for 1913,	—	—	—	8.7	—	6.8

¹ Owing to the fact that the respective dates — December 31, 1911, March 31, 1912, and June 30, 1912 — fell on Sunday, the date chosen for the returns in each case was the day preceding.

² In explanation of this unusually high percentage unemployed for *all causes* it should be stated that over 9,000 organized textile workers in Lowell who were involved in a strike pending on March 30 were included in the aggregate number reported as unemployed on that date.

At the close of the last quarter of 1913, complete reports were received from 1,081 organizations having an aggregate membership of 178,182, or approximately 73 per cent of the aggregate membership of all local labor organizations in the Commonwealth. As contrasted with this showing it may be noted that at the end of the first quarter of 1908 the number of unions reporting was only 256, representing a membership of 66,968. Since the work was first undertaken the Bureau has continuously endeavored to secure returns from an increasingly large number of unions and from an increasingly large percentage of the aggregate union membership in the State, and in this endeavor it has met with the hearty co-operation of the union officials, which the results, as stated above, clearly indicate.

B. CAUSES OF UNEMPLOYMENT.

In the table on page 37 it appears that the average percentage of unemployment for *all causes* for the year 1913, based on returns received at the close of each of the four quarters, was 8.7, while the corresponding averages for the preceding years were: 8.3 in 1912, 8.1 in 1911, 7.5 in 1910, 8.0 in 1909, and 14.2 in 1908. So far as these averages for the successive years are comparable, they indicate no marked change in the general state of employment during the past five years, but as compared with the percentage for 1908, the year immediately following the industrial depression of 1907, the percentages of unemployment show a decidedly lower level. The corresponding average percentages of unemployment owing to *lack of work or material* for the six years, 1908-1913, were respectively, 12.1, 5.6, 5.5, 5.4, 4.5, and 5.8, the average for 1912 being the lowest recorded during the period, while the average (5.8) for 1913 slightly exceeded the corresponding averages for 1909, 1910, and 1911, but did not approach the very high average, 12.1, for 1908.

On reference to the quarterly percentages for *all causes*, it will be observed that the percentage at the end of the first quarter in 1908 (just following the period of industrial depression) was 17.9, the highest percentage shown at the end of any quarter specified, and the lowest percentage was 4.7, at the end of September, 1912.¹ The high point (14.1) reached at the close of March, 1912, was due principally to the unemployment of a large number of textile workers who were on strike in Lawrence, Lowell, and other textile centers. Other high percentages (11.4 on March 31, 1909, 10.2 on December 31, 1910, 10.4 on March 31, 1911, 11.3 on March 31, 1912, and 10.4 on December 31, 1913) represent seasonal inactivity, confined largely to the building trades which usually show considerable unemployment during the period, December to March.

The following table shows comparatively by quarters in 1908-1913 the percentages of membership unemployed for the several causes specified.

¹ For a graphic representation of the Massachusetts percentages of unemployment for *all causes* and for *lack of work*, see the chart on page 35. The fluctuations of the graph are discussed in the text on pages 33, 34, and 36.

Percentage Unemployed, 1908-1913: By Causes.

QUARTERS ENDING —	All Causes	Lack of Work or Material	Unfavorable Weather	Strikes or Lockouts	Disability	Other Causes ¹
March 31, 1908,	17.9	16.2	0.2	0.7	0.7	0.1
June 30, 1908,	14.4	12.5	0.1	0.3	1.2	0.3
September 30, 1908,	10.6	8.7	0.0 ²	0.5	1.2	0.2
December 31, 1908,	13.9	11.0	0.5	0.7	1.2	0.5
March 31, 1909,	11.4	9.5	0.1	0.2	1.3	0.3
June 30, 1909,	6.4	4.6	0.0 ²	0.3	1.2	0.3
September 30, 1909,	4.8	3.4	0.1	0.1	1.1	0.1
December 31, 1909,	9.4	4.9	2.4	0.1	1.2	0.8
March 31, 1910,	7.1	5.3	0.1	0.1	1.4	0.2
June 30, 1910,	7.0	5.4	0.0 ²	0.1	1.2	0.3
September 30, 1910,	5.6	4.0	0.1	0.1	1.3	0.1
December 31, 1910,	10.2	7.3	1.2	0.1	1.2	0.4
March 31, 1911,	10.4	7.5	0.7	0.1	1.4	0.7
June 30, 1911,	6.6	4.2	0.2	0.5	1.2	0.5
September 30, 1911,	5.6	3.7	0.2	0.3	1.2	0.2
December 30, ³ 1911,	9.7	6.0	1.6	0.1	1.3	0.7
March 30, ³ 1912,	14.1	5.1	1.0	6.3	1.3	0.4
June 29, ³ 1912,	5.3	3.4	0.0 ²	0.4	1.3	0.2
September 30, 1912,	4.7	3.0	0.1	0.3	1.2	0.1
December 31, 1912,	9.1	6.4	0.6	0.6	1.2	0.3
March 31, 1913,	11.3	7.3	0.5	1.6	1.4	0.5
June 30, 1913,	6.4	4.3	0.1	0.7	1.2	0.1
September 30, 1913,	6.8	4.3	0.5	0.6	1.2	0.2
December 31, 1913,	10.4	7.3	0.7	0.5	1.4	0.5

¹ Including vacations, temporary shut-downs for repairs, stock-taking, etc.

² Less than 0.05 per cent.

³ Owing to the fact that the respective dates — December 31, 1911, March 31, 1912, and June 30, 1912 — fell on Sunday, the date chosen for the returns in each case was the day preceding.

The principal cause of unemployment at the end of each quarter as shown in the table was *lack of work or material*. The percentages unemployed on account of lack of work indicate primarily the condition of the labor market. Special significance may, therefore, be attached to the fluctuations observed in these percentages. The lowest percentage unemployed for this cause was 3.0 for the close of the third quarter, 1912, and the highest percentage was 16.2 for the close of the first quarter, 1908. It will be noted that these percentages are less, by a fairly constant difference of from two to three points, than the corresponding percentages for *all causes*. A marked exception to this rule is found in the high point reached at the close of March, 1912, when the percentage unemployed for *all causes* was unusually high owing to the fact that the number unemployed included a very large number of striking textile workers, these strikers not being included among those unemployed on account of lack of work.

In some measure the seasonal inactivity, due to unemployment princi-

pally in the building trades during the winter months, is partially reflected in the percentages unemployed owing to *lack of work*, although the schedule of inquiry was purposely worded so as to secure a separate classification of those unemployed owing to *unfavorable weather*.

The percentages unemployed for the several other causes specified are more constant factors, the variations of which are not determined by the degree of industrial prosperity which may prevail. The percentages unemployed on account of *weather* usually show but little fluctuation except at the end of the last quarter of each year. The highest percentage unemployed on account of weather was 2.4 on December 31, 1909. In none of the six years specified has the percentage unemployed on account of weather been higher on either June 30 or September 30 than 0.5 per cent.

Except for a high percentage (6.3) idle on account of strikes on March 30, 1912, there were no considerable fluctuations in the percentages unemployed on account of strikes and lockouts, disability, or other causes during the six-year period under consideration. The percentages unemployed on account of *strikes or lockouts* ranged between 0.1 per cent and 6.3 per cent;¹ on account of *disability* (sickness, accident, or old age) from 0.7 per cent to 1.4 per cent; and for *other causes* (including vacations, temporary shut-downs for repairs, stock-taking, etc.) from 0.1 per cent to 0.8 per cent.

C. UNEMPLOYMENT IN MUNICIPALITIES.

From an examination of the percentages unemployed for all causes in the leading cities² it appears that in Boston, which city included more than one-third of the total membership reporting each quarter and in which there was a fairly general representation of all organized industries and occupations in the State, the percentages unemployed correspond rather closely with the percentages unemployed for the State as a whole. In only three out of 24 quarterly comparisons did the percentage for Boston vary more than two points from that for the State as a whole. The highest percentages unemployed in Boston were 16.9 on March 31, 1908, and 16.1 on June 30, 1908, and the lowest percentages were 3.9 on September 30, 1912, and 4.1 on September 30, 1909. The usual increase in unemployment during the winter months which has been observed in considering the percentages for the State as a whole is true of the

¹ This unusually high percentage was due to a succession of strikes of textile workers early in 1912. In only one other instance during the period 1908-1913 (March 31, 1913, when the percentage was 1.6) did the percentage unemployed on account of strikes or lockouts exceed 0.7.

² See Table 9 on pages 58 and 59.

Boston percentages also. For the other cities there was no uniform correspondence of this nature; in fact, in those cities which were industrially more specialized, practically no uniformity whatever was observed, the percentages unemployed in any such specialized city rising and falling usually with the rise and fall of the percentages of unemployment in the major industry of that city.

A wide range of unemployment during the period is apparent in the various municipalities. The maximum percentage for the State was 17.9 on March 31, 1908, and the minimum was 4.7 on September 30, 1912. In only three of the cities specified (Boston, Lawrence, and New Bedford) did the maximum fall on the same date (March 31, 1908) as did that for the State as a whole, while in only three of the cities (Boston, Holyoke, and Quincy) did the minimum fall on the same date (September 30, 1912) as the minimum for the State as a whole. With the exception of Fall River, Haverhill, Lynn, and Worcester the highest percentages were for the close either of March or December and in eight of the 14 cities the highest percentage was in 1908. The lowest percentage was at the close either of June or September in all of the cities except Brockton, Lowell, and Lynn. In no case did the lowest percentage for any of the cities enumerated fall within either of the years 1909 or 1913. Lynn was the only city in which the minimum percentage fell in 1908. The year showing the greatest number of low records for the cities was 1912.

D. UNEMPLOYMENT IN THE VARIOUS INDUSTRIES.

The percentages of unemployment in the several industries do not closely correspond with the percentages for *all* industries, except in the case of the building trades, which include each quarter a fairly large proportion of the aggregate membership represented by the returns; and for each of the industries there may be noted a wide range of unemployment. In the following table are shown for the six-year period, 1908-1913, the percentages unemployed in the six leading industries at the close of the quarters specified.

Percentage of Membership Unemployed (All Causes) at the Close of Each Quarter, 1908-1913: By Principal Industries.

QUARTERS ENDING —	All Industries	Building Trades	Boot and Shoe Manufacturing	Textiles	Transportation (Steam and Electric)	Printing and Allied Trades	Iron and Steel Manufacturing
March 31, 1908, . . .	17.9	25.2	8.0	43.9	13.3	9.0	16.6
June 30, 1908, . . .	14.4	18.3	18.2	13.6	8.9	10.5	17.8
September 30, 1908, . . .	10.6	9.3	17.1	15.5	4.8	12.6	16.0
December 31, 1908, . . .	13.9	21.2	6.4	20.9	5.7	9.4	16.3
March 31, 1909, . . .	11.4	18.5	12.8	6.7	4.3	6.4	9.8
June 30, 1909, . . .	6.4	5.0	8.0	6.9	3.7	5.6	7.6
September 30, 1909, . . .	4.8	3.1	7.1	5.1	2.9	4.4	3.5
December 31, 1909, . . .	9.4	17.8	3.3	12.6	2.2	3.6	10.9
March 31, 1910, . . .	7.1	8.9	7.4	8.7	5.2	3.6	4.2
June 30, 1910, . . .	7.0	4.2	9.6	17.9	4.9	3.8	3.9
September 30, 1910, . . .	5.6	4.5	7.9	7.5	3.1	3.7	5.0
December 31, 1910, . . .	10.2	18.0	5.0	8.6	4.0	4.0	14.3
March 31, 1911, . . .	10.4	19.3	12.0	9.7	4.1	4.6	6.3
June 30, 1911, . . .	6.6	6.4	4.4	21.3	2.8	4.5	13.4
September 30, 1911, . . .	5.6	5.0	4.5	11.9	2.4	6.6	7.5
December 30, ¹ 1911, . . .	9.7	20.9	2.3	7.5	3.0	6.0	12.6
March 30, ¹ 1912, . . .	² 14.1	17.0	13.9	² 29.1	1.9	5.7	7.8
June 29, ¹ 1912, . . .	5.3	2.7	8.3	2.4	2.6	5.4	10.7
September 30, 1912, . . .	4.7	2.5	9.2	5.3	1.9	3.9	10.5
December 31, 1912, . . .	9.1	14.9	4.6	12.9	3.2	3.7	11.9
March 31, 1913, . . .	11.3	13.4	14.9	14.7	3.9	2.9	7.4
June 30, 1913, . . .	6.4	7.9	5.5	12.8	2.5	4.5	9.2
September 30, 1913, . . .	6.8	9.2	6.2	13.0	2.1	4.2	8.1
December 31, 1913, . . .	10.4	23.9	4.0	5.9	4.1	5.0	18.2

¹ Owing to the fact that the respective dates — December 31, 1911, March 31, 1912, and June 30, 1912 — fell on Sunday, the date chosen for the returns in each case was the day preceding.

² In explanation of this unusually high percentage unemployed for *all causes* it should be stated that over 9,000 organized textile workers in Lowell who were involved in a strike pending on March 30 were included in the aggregate number reported as unemployed on that date.

In the *building trades* the highest percentage reported unemployed during the six-year period was 25.2 on March 31, 1908. Other high percentages were: 23.9 on December 31, 1913; 21.2 on December 31, 1908; 20.9 on December 30, 1911; 19.3 on March 31, 1911; 18.5 on March 31, 1909; 18.0 on December 31, 1910; 17.8 on December 31, 1909; and 17.0 on March 30, 1912. The influence of the weather conditions is more marked in the building trades than in any other group of trades and it will be observed that in the building trades the highest percentages unemployed are at the close of December and March. The unusually high percentage on June 30, 1908, may be explained by the fact that the recovery following the industrial depression of 1907 had not become evident to any large extent on that date. The lowest percentage unemployed in the building trades was 2.5 on September 30, 1912, on which date the percentage unemployed for all industries was also the lowest noted, namely, 4.7.

During the year 1913 conditions in the building trades were by no means satisfactory even during the summer and fall periods when ordinarily the percentages unemployed fall below five per cent. At the close of the year unemployment in these trades was unusually prevalent, the returns for the close of December having been unusually high in the following occupations: Hod carriers and building laborers (39.1); painters, decorators, and paperhangers (37.8); bricklayers, masons, and plasterers (29.0); carpenters (20.9); and lathers (wood, wire, and metal) (16.6).

In *boot and shoe* manufacturing the highest percentage unemployed was 18.2 on June 30, 1908. On September 30, 1908, it was 17.1, but for no other quarter did the percentage unemployed in this industry exceed 14.9 (on March 31, 1913). The lowest percentage reported was 2.3 on December 30, 1911. During the year 1913 conditions in this industry were quite favorable except at the close of March, when 14.9 per cent were reported as unemployed. In 1909 and in 1911, 1912, and 1913, the percentages at the close of March appear to have been decidedly higher than in the other quarters of these several years, indicating that the Spring is the period of the year, if any, when a slack season is most apt to occur, a fact, indeed, which is of frequent note in the journals of the trade and in the daily press. Our correspondents from the principal shoe centers in this State have confirmed this statement and recent reports from correspondents in Haverhill, Salem, and Brockton call attention to the fact that the unemployment, when it occurs, is principally in the nature of "short-time work" on the part of considerable numbers of operatives, rather than the continuous unemployment of a portion of the force in the several establishments. This method of distributing the work as widely as possible among the entire working force produces less real hardship than would the actual throwing out of work of a smaller number of operatives.

In the *textile industry*¹ the highest percentage unemployed was 43.9 on March 30, 1908. Other high percentages were reported as follows: 29.1 on March 30, 1912; 21.3 on June 30, 1911; 20.9 on December 31, 1908; and 17.9 on June 30, 1910. The lowest percentage was 2.4 on June 29, 1912. In this industry the effects of the industrial depression in 1907 were very keenly felt, and, although there was some recovery

¹ Owing to the comparatively small percentage organized of the aggregate number of textile workers in Massachusetts, the returns for this industry are, admittedly, very meagre, but the organizations which report are composed principally of the more skilled workmen in this industry on the progress of whose work depend those processes on which the unskilled labor is principally employed. For purely local reasons conditions in the industry in any particular textile center may, and undoubtedly do, vary greatly from the general conditions observed throughout the State. The Bureau, however, has carefully avoided making any reference to purely local conditions in any industry except where the report from any single local organization has been confirmed by special inquiry made of other sources of reliable information.

during the second and third quarters of the year, 1908, the high percentage (20.9) at the close of December, 1908, indicates that the recovery was by no means complete at that time. During the year, 1909, the percentages unemployed were comparatively low for this industry and also in 1910, with the exception of the quarter ending June 30. In 1911 there was considerable unemployment on June 30, the percentage having been 21.3. The very high percentage, 29.1 on March 30, 1912, was due to the unemployment of a large number of textile workers in Lowell (over 9,000 in all) who were involved in a strike on that date. During the year, 1913, the percentages unemployed in this industry at the close of the first three quarters were rather higher than what might be considered normal for this industry, but at the close of the year the conditions had greatly improved, the percentage unemployed having been only 5.9 on December 31.

Under *transportation* (steam and electric) the highest percentages unemployed were 13.3 on March 31, 1908, and 8.9 on June 30, 1908. Since the latter date there has been comparatively little unemployment among the organized employees in this group of occupations. Ordinarily railroad employees are rather continuously employed and the number unemployed is fairly constant. In this connection it may be stated that, for a limited period in 1913, a large number of railroad employees in Massachusetts were placed on a five-day per week, eight-hour per day, schedule and others on a shorter working day schedule, apparently for the express purpose of curtailing the expenses of the railroad companies. This "short-time," however, has not to any large degree affected the percentages unemployed during the portion of the year when the short-time schedules were in effect. The percentages for the year 1913, while somewhat higher than corresponding percentages in 1912, do not compare unfavorably with those for the years 1908 to 1911, and are decidedly lower than the corresponding percentages for the year 1908.

Under *iron and steel* manufacturing the percentages were high during the entire year 1908, the percentages for the close of the four quarters of the year having been respectively, 16.6, 17.8, 16.0, and 16.3. Other high percentages were 14.3 on December 31, 1910, 13.4 on June 30, 1911, and 12.6 on December 30, 1911. The lowest percentage was 3.5 on September 30, 1909. At the close of each of the first three quarters of the year, 1913, conditions in this branch of the industry were fairly normal. At the close of the year the percentage (18.2) was unusually high, but this was due to the unemployment of a large number of molders, which group of workmen constituted a large proportion of the total number reporting

under iron and steel manufacturing, and therefore bore considerable weight in the returns. In commenting on the lack of employment among molders, several correspondents reported that it is customary either to lay off a portion of the force or close down the shops altogether at the close of each year. As illustrative of the lack of employment among molders considered separately as an occupation it may be stated that 38.2 per cent of the molders represented were reported as unemployed December 31, 1913, whereas at the close of the preceding quarter (September 30) the percentage was only 11.7.

In *printing and allied trades* the highest percentages unemployed were in 1908 as follows: 12.6 on September 30, 10.5 on June 30, 9.4 on December 31, and 9.0 on March 31. On no other date did the percentage exceed 6.6 (on September 30, 1911). On the whole the conditions of employment in this group of trades were rather better in 1913 than in any of the five previous years except 1910, and the contrast with the year, 1908, is decidedly in favor of the past year. The lowest percentage unemployed was 2.9 on March 31, 1913. Ordinarily in this industry the amount of unemployment is fairly constant, the more usual percentages ranging between three and six per cent.

E. UNEMPLOYMENT IN THE VARIOUS OCCUPATIONS.

An examination of the statistics of unemployment in the various occupations discloses a very wide range in the percentages unemployed. Within the same occupation there may be at one time practically no unemployment among the members of the organizations reporting, while at another time the percentage may reach a high figure. A comparison of the percentages for one occupation with those of another may also disclose a wide variation in the amount of unemployment in the occupations compared. Then, again, in certain occupations the percentages unemployed may continue fairly constant for a long period, then abruptly rise to a high point.

In 18 out of 34 occupations¹ the highest percentages unemployed were at the close of one of the four quarters in 1908; four of the maximum percentages fell in 1909, four in 1913, three in 1911, three in 1912, and two in 1910. In 11 occupations the lowest percentages fell in 1909; in 10 occupations the minimum percentages fell in 1912, six in 1908, four in 1910, two in 1911, and one in 1913.

With reference to the periods of the year in which the maximum and minimum percentages fell, it appears that for 12 occupations the

¹ For percentages in full detail for the six years, 1908-1913, see Table 8 on pages 56 and 57.

maximum fell at the close of December, for 11 occupations at the close of March, nine at the close of June, and only two at the close of September, while the minimum percentages for 13 occupations fell at the close of September, nine at the close of December, eight at the close of June, and four at the close of March. Stating these facts in a different way so as to show the maximum and minimum points for each of the four periods of the year, we observe that 11 maximum and four minimum points occurred at the close of March, nine maximum and eight minimum at the close of June, two maximum and 13 minimum at the close of September, and 12 maximum and nine minimum at the close of December. Thus, only two of the maximum points fell at the close of September and only four of the minimum points at the close of March, while the distribution of maximum and minimum points for the periods closing at the end of June and December is fairly equal. Aside from this showing there appears to be practically no regularity so far as the highest and lowest points are concerned. In fact, even 1908, the most unfavorable year so far as general conditions of employment were concerned, did not prove altogether an unfavorable year for six occupations.

While the percentages of unemployment by occupations may prove useful and interesting in certain instances, they should be used with caution, particularly where comparisons are made between percentages in those occupations for which, owing to the small number of employees reporting, the returns may not have been properly representative. On the whole, comparisons based on percentages unemployed in the several more important industries are to be recommended in preference to comparisons on an occupational basis.

IV.

STATISTICAL TABLES.

TABLE 1. — *National and International Unions and Federations Having Affiliated Locals in Massachusetts at the Close of 1913, showing the Number of Chartered Locals in Massachusetts and at Large.*

NOTE. — In this table are included all national and international organizations which had affiliated locals in the United States at the close of 1913, in so far as records were obtainable. Except where otherwise noted the information relative to the total number of chartered local unions affiliated with the national and international organizations named in the table below was obtained directly from these respective organizations, the reports (see schedule form on page 62) having been received for the most part, on schedules sent out on December 15, 1913. The information relative to the number of chartered local unions in Massachusetts was obtained by an exhaustive canvass of the individual local unions, the schedules (see schedule form on page 63) having been sent out at the close of the year. Further information showing the membership of the locals affiliated with each national and international union was obtained directly from the local unions and checked up against similar data obtained from the national and international unions. It was not deemed advisable to present this information relative to membership in detail, but a summary statement relative to the membership returns thus obtained will be found in the text on pages 16 to 23.

The organizations preceded by an asterisk (*) were affiliated with the American Federation of Labor at the close of the year 1913.

NAMES OF NATIONAL OR INTERNATIONAL UNIONS.	Total Number of Chartered Local Unions	Number of Chartered Local Unions in Massa- chusetts
All National and International Unions.	1 29,257	2 1,403
*American Federation of Labor (locals directly affiliated),	3 663	3 41
*Actors Union of America, White Rats	4 —	4 —
*Asbestos Workers, International Association of Heat and Frost Insulators and	40	1
*Bakery and Confectionery Workers International Union of America,	198	16
*Barbers International Union of America, Journeymen	715	34
*Billposters and Billers of America, International Alliance of	5 49	3
*Blacksmiths and Helpers, International Brotherhood of	285	6
*Boiler Makers, Iron Ship Builders, and Helpers of America, International Brotherhood of	273	6
*Bookbinders, International Brotherhood of	136	6
*Boot and Shoe Workers Union,	165	71
*Brewery Workmen of America, International Union of the United	6 529	6 19
*Brick, Tile and Terra Cotta Workers Alliance, International	7 —	—
*Bricklayers, Masons, and Plasterers International Union of America,	950	45

¹ This aggregate does not include the affiliated locals of 19 internationals for which the information was lacking and in certain instances, to which attention is called by a specific note, the number as reported in an earlier year has been entered for lack of later information. On the other hand, the aggregate does include a small number of locals which were also affiliated with two or more internationals, therein constituting duplications.

² This aggregate constitutes the *actual* number of local unions in Massachusetts at the close of the year. A few locals were affiliated with two or more internationals, constituting, in all, 30 duplications, but these duplications were not included in computing the aggregate.

³ Includes only those locals which were directly affiliated, i.e., locals not affiliated through any national or international union. The locals affiliated *indirectly* with the American Federation of Labor through its affiliated internationals are enumerated under the individual internationals only, otherwise such locals would be included twice in the aggregate.

⁴ Membership "at-large", i.e., not organized on a local basis.

⁵ As last reported in 1912.

⁶ Including branches.

⁷ No report.

TABLE 1. — *National and International Unions and Federations Having Affiliated Locals in Massachusetts at the Close of 1913, showing the Number of Chartered Locals in Massachusetts and at Large — Continued.*

NAMES OF NATIONAL OR INTERNATIONAL UNIONS.	Total Number of Chartered Local Unions	Number of Chartered Local Unions in Massa- chusetts
All National and International Unions — Con.		
*Bridge and Structural Iron Workers, International Association of	110	2
*Broom and Whisk Makers Union, International	1 —	—
*Brushmakers International Union,	1 —	—
*Building Laborers, International Protective Union of	215	9
Car Workers, International Association of	140	13
Card Machine Operators Union of America,	2	2
Card Room Operatives of America, Amalgamated	2	2
Carpenters and Joiners, Amalgamated Society of	69	1
*Carpenters and Joiners of America, United Brotherhood of	1,908	154
*Carriage, Wagon, and Automobile Workers of North America, International Union of	2 35	2
*Carvers Association of North America, International Wood	22	1
*Cement Workers, American Brotherhood of	107	3
Chandelier, Brass, and Metal Workers of North America, Brotherhood of	1 —	—
*Cigar Makers International Union of America,	480	16
*Clerks International Protective Association, Retail	2 385	23
*Cloth Hat and Cap Makers of North America, United	27	2
*Commercial Telegraphers Union of America, The	23	1
*Compressed Air and Foundation Workers Union of the United States and Canada, International	1 —	—
*Coopers International Union of North America,	4 98	5
*Cutting Die and Cutter Makers, International Union of	12	7
*Diamond Workers Protective Union of America,	1 —	—
Drop and Machine Forgers, Die Sinkers, and Trimmer Makers, United Association of	12	1
*Electrical Workers, International Brotherhood of, (A. F. of L.)	165	26
Electrical Workers, International Brotherhood of	316	2
*Elevator Constructors, International Union of	35	1
Engineers, Amalgamated Society of	5 44	6
*Engineers, International Union of Steam and Operating	450	24
*Firemen, International Brotherhood of Stationary	219	17
*Foundry Employees, International Brotherhood of	31	1
*Freight Handlers, Brotherhood of Railroad	4 70	4
*Fur Workers of the United States and Canada, International	11	—
*Garment Workers of America, United	278	11
*Garment Workers Union, International Ladies	75	7
*Glass Bottle Blowers Association of the United States and Canada,	1 —	—
*Glass Snappers National Protective Association, Window	36	—
*Glass Workers International Association of America, Amalgamated	28	1
Glass Workers of America, National Window	46	—
*Glass Workers Union, American Flint	126	3
*Glove Workers Union of America, International	23	1
Government Employees, National League of	26	4
*Granite Cutters International Association of America, The	204	21
*Grinders and Finishers National Union, Pocket Knife Blade	1 —	—
Hat Finishers Association of the United States, Wool	4	3
*Hatters of North America, United	4 22	1
*Hod Carriers, Building and Common Laborers Union of America, International	228	11
*Horse Shoers of the United States and Canada, International Union of the Journeymen	284	3
*Hotel and Restaurant Employees International Alliance and Bartenders International League of America,	590	34
Industrial Workers of the World,	236	11
Industrial Workers of the World (Detroit Faction),	58	1
*Iron, Steel, and Tin Workers of the United States, Amalgamated Association of	100	1
Knights of Labor,	1 —	11
*Lace Operatives of America, The Chartered Society of Amalgamated	17	—
*Lathers International Union, Wood, Wire and Metal	230	12
*Laundry Workers International Union,	52	3
*Leather Workers on Horse Goods, International United Brotherhood of	57	1
Leather Workers Union of America, Amalgamated	6 15	1
*Lithographers International Protective and Beneficial Association of the United States and Canada,	31	2
*Lithographic Press Feeders of the United States and Canada, International Protective Association of	1 —	—
Lithographic Workmen, International Union of	1 —	1

1 No report.

4 As last reported in 1912.

2 As last reported in 1909.

5 This includes only the "branches" in the United States.

3 As last reported in 1910.

6 As last reported in 1911.

TABLE 1. — *National and International Unions and Federations Having Affiliated Locals in Massachusetts at the Close of 1913, showing the Number of Chartered Locals in Massachusetts and at Large — Continued.*

NAMES OF NATIONAL OR INTERNATIONAL UNIONS.	Total Number of Chartered Local Unions	Number of Chartered Local Unions in Massachusetts
All National and International Unions — Con.		
Locomotive Engineers, Brotherhood of	830	7
Locomotive Firemen and Enginemen, Brotherhood of	830	10
*Longshoremen's Association, International	856	7
Loomfixers International Union,	17	6
*Machine Printers and Color Mixers of the United States, National Association of	8	—
*Machinists, International Association of	945	29
Mailers Trade District Union,	30	—
*Maintenance of Way Employees, International Brotherhood of	400	9
*Marble Workers, International Association of	59	4
*Meat Cutters and Butcher Workmen of North America, Amalgamated	160	3
*Metal Polishers, Buffers, Platers, Brass and Silver Workers Union of North America,	125	16
*Metal Workers International Alliance, Amalgamated Sheet	1,420	17
*Mine Workers of America, United	2,400	—
*Miners, Western Federation of	268	—
*Molders Union of North America, International	426	29
Musical and Theatrical Union, American International	45	1
*Musicians, American Federation of	670	26
*Painters, Decorators, and Paperhangers of America, Brotherhood of	1,018	67
*Paper Makers, International Brotherhood of	98	9
*Pattern Makers League of North America,	71	5
*Pavers, Rammers, Flag Layers, Asphalt Workers, Bridge and Stone Curb Setters, International Union of	177	1
*Paving Cutters Union of the United States of America and Canada,	70	6
*Photo-Engravers Union of North America, International	70	4
*Piano, Organ, and Musical Instrument Workers Union of America, International	127	1
*Plasterers International Association of the United States and Canada, Operative	305	4
*Plate Printers Union of North America, International Steel and Copper	9	1
*Plumbers and Steamfitters of the United States and Canada, United Association of	683	37
*Potters, National Brotherhood of Operative	67	—
*Powder and High Explosive Workers of America, United	2	—
*Print Cutters Association of America, National	5	—
*Printing Pressmen and Assistants Union of North America, International	350	13
*Pulp, Sulphite, and Paper Mill Workers of the United States and Canada, International Brotherhood of	37	1
*Quarry Workers International Union of North America,	80	7
Railroad Signalmen of America, Brotherhood of	36	2
Railroad Station Agents, Order of	3	3
Railroad Station Employees, Brotherhood of	35	11
*Railroad Telegraphers, The Order of	122	6
Railroad Trainmen, Brotherhood of	867	21
*Railway Carmen of America, Brotherhood of	556	7
*Railway Clerks, Brotherhood of	161	21
Railway Conductors of America, The Order of	615	6
*Railway Employees of America, Amalgamated Association of Street and Electric	220	26
*Roofers, Composition, Damp and Waterproof Workers of the United States and Canada, International Brotherhood of	39	1
Sailors' and Firemen's Union of the Atlantic,	6	2
*Saw Smiths National Union,	14	—
*Seamen's Union of America, International	60	—
*Shingle Weavers, Sawmill Workers, and Woodsmen, International Union of	55	—
Shoe Workers of America, United	50	26
Shoe Workers Protective Union,	6	6
*Slate and Tile Roofers Union of America, International	27	3
*Slate Workers, American Brotherhood of	6	—
*Spinners Union, International	21	9
*Stage Employees, International Alliance of Theatrical	450	23
State, City and Town Employees, National Federation of	34	34
Steam, Hot Water, and Power Pipe Fitters and Helpers, International Association of	121	5
Steam Shovel and Dredgemen, International Brotherhood of	49	1
Steam Shovelmen, Associated Union of	2	—
*Steel Plate Transferers Association of America, The	3	—
*Stereotypers and Electrotypers Union of North America, International	118	5
Stogie Makers League, National	10	—
*Stone Cutters Association of North America, Journeymen	238	3
*Stove Mounters International Union,	53	2
*Switchmen's Union of North America,	197	2
*Tailors Union, International Industrial	310	8

¹ As last reported in 1912.² No report.

TABLE 1. — *National and International Unions and Federations Having Affiliated Locals in Massachusetts at the Close of 1913, showing the Number of Chartered Locals in Massachusetts and at Large — Concluded.*

NAMES OF NATIONAL OR INTERNATIONAL UNIONS.	Total Number of Chartered Local Unions	Number of Chartered Local Unions in Massa- chusetts
All National and International Unions — Con.		
*Teamsters, Chauffeurs, Stablemen, and Helpers of America, International Brother- hood of	1 507	41
Textile Workers, National Industrial Union of, (I. W. W.)	38	6
*Textile Workers of America, United	200	44
*Tile Layers and Helpers International Union, Ceramic, Mosaic and Encaustic	56	3
Tin Plate Workers Protective Association of America, International	2 —	—
*Tip Printers, International Brotherhood of	2 —	—
*Tobacco Workers International Union,	2 —	—
*Travelers Goods and Leather Novelty Workers International Union of America,	1 21	—
*Tunnel and Subway Constructors International Union of North America,	2 —	—
*Typographical Union, International	707	22
*Upholsterers International Union of North America,	57	5
*Weavers Amalgamated Association of the United States, Elastic Goring	2	2
Weavers, National Federation of Cloth	7	4
*Weavers Protective Association, American Wire	5	1
Woolsorters and Graders Association of the United States, National	1 7	4
Independent Locals (i.e., locals having no national or international affiliation),	—	28

¹ As last reported in 1912.² No report.TABLE 2. — *Number of Delegate Organizations Having Affiliated Locals in Massachusetts at the Close of the Years, 1908-1913.*

CLASSIFICATION.	NUMBER OF ORGANIZATIONS IN —					
	1908	1909	1910	1911	1912	1913
All Delegate Organizations,	132	146	156	161	165	162
State, District, and Trades Councils,	53	57	59	62	69	71
State Branches,	10	10	8	10	11	11
New England District Councils,	7	10	9	7	9	7
Railway Adjustment Committees,	10	12	13	18	24	25
District Councils (other than local),	26	25	29	27	25	28
Carpenters District Councils,	9	10	10	11	11	11
Painters District Councils,	4	4	4	4	4	4
Machinists District Councils,	4	3	3	3	3	3
Other District Councils,	9	8	12	9	7	10
Central Labor Unions,	33	33	35	35	33	35
Local Trades Councils,	46	56	62	64	63	55
Carpenters District Councils,	8	10	11	10	10	10
Building Trades Councils,	9	12	13	11	10	9
Joint Shoe Councils,	6	7	7	7	7	6
Allied Printing Trades Councils,	5	5	5	7	7	7
Metal Trades Councils,	-	2	4	5	5	2
Textile Councils,	4	3	3	3	4	3
Other Local Trades Councils,	14	17	19	21	20	19

TABLE 3. — *Number and Membership of Local Unions at the Close of 1912 and 1913:
By Municipalities and Sex.*

MUNICIPALITIES.	1912				1913			
	Number of Unions	MEMBERSHIP			Number of Unions	MEMBERSHIP		
		Males	Females	Total		Males	Females	Total
The State.	1,361	211,019	25,749	236,768	1,403	211,213	30,513	241,726
Adams,	8	913	441	1,354	6	601	200	801
Athol,	9	301	30	331	9	283	17	300
BEVERLY,	7	852	—	852	8	994	8	1,002
BOSTON,	289	81,689	6,144	87,833	305	88,532	8,089	96,621
BROCKTON,	47	12,411	3,129	15,540	51	12,101	4,138	16,239
CAMBRIDGE,	11	2,418	2	2,420	11	2,345	383	2,728
CHELSEA,	8	1,288	133	1,421	8	1,072	—	1,072
CHICOPEE,	9	650	380	1,030	7	330	—	330
Clinton,	7	249	1	250	7	224	—	224
FALL RIVER,	38	6,187	1,161	7,348	37	6,570	3,484	10,054
FITCHBURG,	29	1,901	20	1,921	29	1,879	94	1,973
Framingham,	10	596	2	598	12	871	—	871
Gardner,	7	154	—	154	6	154	—	154
GLOUCESTER,	20	1,851	136	1,987	20	2,126	110	2,236
Greenfield,	14	852	—	852	16	875	1	876
Haverhill,	34	5,434	1,091	6,525	32	4,981	1,018	5,999
HOLYOKE,	42	4,063	76	4,139	45	4,094	58	4,152
LAWRENCE,	46	14,145	3,182	17,327	44	8,263	2,187	10,450
LOWELL,	51	4,883	292	5,175	56	5,938	497	6,435
LYNN,	60	12,113	2,163	14,276	59	11,102	2,543	13,645
MALDEN,	8	485	—	485	8	497	—	497
Marblehead,	5	424	—	424	5	343	—	343
MARLBOROUGH,	11	417	14	431	12	476	15	491
Milford,	10	998	157	1,155	10	1,075	176	1,251
Montague,	6	274	—	274	5	239	—	239
Natick,	8	510	52	562	8	641	50	691
NEW BEDFORD,	34	7,211	2,315	9,526	38	6,972	2,106	9,078
NEWBURYPORT,	8	207	4	211	7	191	6	197
NEWTON,	10	871	—	871	10	878	—	878
NORTH ADAMS,	27	968	130	1,098	23	900	154	1,054
NORTHAMPTON,	21	1,099	13	1,112	22	1,127	12	1,139
Norwood,	7	339	21	360	7	505	—	505
PITTSFIELD,	24	1,722	5	1,727	22	1,838	6	1,844
Plymouth,	5	195	1	196	5	197	1	198
QUINCY,	28	2,775	—	2,775	25	2,591	—	2,591
SALEM,	31	3,705	501	4,206	32	3,440	450	3,890
SOMERVILLE,	9	1,976	—	1,976	8	1,491	—	1,491
SPRINGFIELD,	65	8,946	308	9,254	68	8,232	483	8,715
TAUNTON,	27	1,501	21	1,522	29	1,651	32	1,683
Wakefield,	5	372	—	372	6	456	—	456
WALTHAM,	11	792	—	792	12	903	—	903
Westfield,	12	576	48	624	13	647	37	684
Whitman,	7	1,272	386	1,658	7	1,290	381	1,671
WOBURN,	5	181	—	181	6	216	—	216
WORCESTER,	64	7,058	37	7,095	69	8,143	425	8,568
Other cities and towns,	167	13,195	3,353	16,548	178	12,939	3,352	16,291

TABLE 4. — *Number and Membership of Local Unions at the Close of 1912 and 1913: By Occupations and Sex.*

OCCUPATIONS.	1912				1913			
	Number of Unions	MEMBERSHIP			Number of Unions	MEMBERSHIP		
		Males	Females	Total		Males	Females	Total
All Occupations.	1,361	211,019	25,749	236,768	1,403	211,213	30,513	241,726
Bakers and confectioners,	14	789	-	789	16	987	50	1,037
Barbers,	33	2,209	-	2,209	35	2,710	-	2,710
Bartenders,	29	3,631	-	3,631	27	3,811	-	3,811
Blacksmiths and helpers,	7	572	-	572	8	423	-	423
Boilermakers and helpers,	12	2,102	-	2,102	7	846	-	846
Bookbinders,	5	483	171	654	6	666	583	1,249
Boot and shoe workers,	192	31,495	10,034	41,529	108	30,303	11,901	42,204
Cutters,	11	4,560	214	4,774	10	3,754	219	3,973
Edgemakers,	5	1,536	-	1,536	5	1,461	-	1,461
Lasters,	13	4,613	26	4,639	12	4,367	27	4,394
Mixed,	32	9,386	4,682	14,068	34	9,805	5,435	15,240
Stitchers,	8	1,549	3,229	4,778	8	808	4,068	4,876
Tree, dressers, and packers,	8	1,499	1,163	2,662	8	1,553	1,245	2,798
Turn workmen,	6	2,288	-	2,288	6	2,451	-	2,451
Boot and shoe workers (n. e. s.),	19	6,064	720	6,784	25	6,104	907	7,011
Bottlers and drivers,	9	1,518	-	1,518	9	1,562	-	1,562
Brewery workmen,	10	1,510	-	1,510	10	1,427	-	1,427
Bricklayers, masons, and plasterers,	50	5,508	-	5,508	49	5,670	-	5,670
Car workers and inspectors,	10	1,135	-	1,135	12	1,456	-	1,456
Carpenters,	151	18,671	-	18,671	154	19,966	-	19,966
Cigarmakers,	16	2,977	339	3,316	16	3,212	305	3,517
Clerks, railway	24	1,583	6	1,589	21	1,755	33	1,788
Clerks, retail	21	1,285	394	1,679	27	1,576	876	2,452
Compositors,	20	2,375	181	2,556	20	2,708	153	2,861
Conductors, railway	6	982	-	982	6	1,004	-	1,004
Cooks and waiters,	8	1,631	290	1,921	9	1,630	237	1,867
Cutting die and cutter makers,	6	138	-	138	7	130	-	130
Electrical workers,	21	1,922	-	1,922	23	3,194	-	3,194
Engineers, hoisting and portable,	8	455	-	455	8	426	-	426
Engineers, locomotive	7	1,549	-	1,549	7	1,599	-	1,599
Engineers, stationary	16	1,422	-	1,422	16	1,635	-	1,635
Firemen, locomotive	10	2,002	-	2,002	10	2,149	-	2,149
Firemen, stationary	20	3,228	-	3,228	17	2,821	-	2,821
Freight handlers and clerks,	9	2,408	-	2,408	9	2,393	-	2,393
Garment workers,	17	3,562	2,037	5,599	19	5,835	3,185	9,020
Granite cutters,	22	2,222	-	2,222	21	2,423	-	2,423
Hat and cap makers,	8	454	31	485	8	341	31	372
Hod carriers and building laborers,	21	4,896	-	4,896	21	5,368	-	5,368
Lathers (wood, wire, and metal),	11	575	-	575	12	576	-	576
Machinists,	34	5,043	17	5,060	37	4,756	5	4,761
Maintenance-of-way employees,	11	1,188	-	1,188	9	612	-	612
Metal polishers, buffers, and platers,	13	591	-	591	14	709	-	709
Molders and coremakers,	29	3,071	-	3,071	29	2,976	-	2,976
Municipal employees,	35	5,158	10	5,168	41	5,158	10	5,168
Musicians,	28	4,864	326	5,190	28	4,993	325	5,318
Painters, decorators, and paperhangers,	63	6,158	-	6,158	68	6,409	-	6,409
Paper makers,	12	1,271	45	1,316	10	1,409	-	1,409
Pattern makers,	7	639	-	639	6	635	-	635
Paving cutters,	5	310	-	310	6	346	-	346
Plumbers, steamfitters and gasfitters,	44	3,039	-	3,039	42	3,426	-	3,426
Printing pressmen,	13	1,450	-	1,450	13	1,521	-	1,521
Quarry workers,	8	687	-	687	7	684	-	684
Sheet metal workers,	18	1,093	-	1,093	17	1,097	-	1,097
Station agents and employees,	12	1,646	5	1,651	15	2,165	7	2,172
Steam railway employees (n. e. s.),	10	1,144	-	1,144	9	1,135	-	1,135

TABLE 4. — *Number and Membership of Local Unions at the Close of 1912 and 1913: By Occupations and Sex — Concluded.*

OCCUPATIONS.	1912				1913			
	Number of Unions	MEMBERSHIP			Number of Unions	MEMBERSHIP		
		Males	Females	Total		Males	Females	Total
All Occupations — Con.								
Stereotypers and electrotypers.	5	429	—	429	5	381	—	381
Street and electric railway employees.	22	12,665	202	12,867	26	14,070	242	14,312
Tailors and dressmakers.	9	326	38	364	9	467	37	504
Teamsters, chauffeurs, stablemen, etc.,	39	10,649	—	10,649	42	9,879	—	9,879
Telegraphers, railroad	6	1,144	32	1,176	6	1,079	30	1,109
Textile workers:	72	23,816	8,140	31,956	67	16,346	8,682	25,028
Loomfixers,	13	2,735	—	2,735	14	2,840	—	2,840
Mixed,	16	12,727	4,042	16,769	9	6,378	2,783	9,161
Mule spinners,	9	2,062	—	2,062	10	1,986	110	2,096
Weavers,	11	3,151	3,388	6,539	10	2,850	4,362	7,212
Textile workers, (n. e. s.),	23	3,141	710	3,851	24	2,292	1,427	3,719
Theatrical stage employees,	21	1,101	—	1,101	24	1,304	—	1,304
Trainmen, railroad	21	4,349	—	4,349	21	4,429	—	4,429
Upholsterers,	5	430	—	430	5	458	25	483
All others,	116	13,469	3,451	16,920	129	14,167	3,796	17,963

TABLE 5. — *Number and Membership of Local Trade Unions at the Close of 1912 and 1913, having Women as Members: By Occupations.*

OCCUPATIONS.	1912		1913	
	Number of Unions Having Women as Members	Number of Women in Unions	Number of Unions Having Women as Members	Number of Women in Unions
All Occupations.	181	25,749	195	30,513
<i>Boot and shoe workers:</i>	<i>50</i>	<i>10,934</i>	<i>54</i>	<i>11,901</i>
Boot and shoe workers (mixed),	25	4,682	27	5,435
Stitchers,	7	3,229	7	4,068
Triers, dressers, and packers,	6	1,163	6	1,245
Others,	12	960	14	1,153
Cigar makers,	12	339	13	305
Clerks, retail	9	394	12	876
Compositors,	14	181	14	153
Garment workers,	12	2,037	13	3,185
Musicians,	22	326	22	325
Tailoresses and dressmakers,	5	38	5	37
Telephone operators,	1	1	5	2,548
Textile workers:	23	8,165	19	8,682
Textile workers (mixed),	11	4,067	6	2,783
Weavers,	8	3,388	7	4,362
Others,	4	710	6	1,537
All other occupations,	34	4,235	38	2,501

¹ Included under "All other occupations" as there were less than five unions having women as members in this class at the close of 1912.

TABLE 6. — *Number and Membership of Local Trade Unions at the Close of 1912 and 1913: By Industries.*

	1912 ¹		1913	
	Number	Membership	Number	Membership
All Industries.	1,361	236,768	1,403	241,726
Manufacturing.	506	115,765	513	112,991
<i>Textiles.</i>	73	31,962	67	25,028
<i>Leather and Leather Goods.</i>	106	42,546	112	43,033
Boots and shoes,	102	41,529	108	42,204
Other leather goods,	4	1,017	4	829
<i>Metals, Machinery, and Shipbuilding.</i>	198	11,638	108	9,572
Iron and steel products,	85	9,952	86	7,929
Miscellaneous metal products,	15	791	16	892
Shipbuilding,	8	895	6	751
<i>Food, Liquors, and Tobacco.</i>	58	9,796	62	10,304
Food products,	19	2,700	23	3,074
Liquors and beverages,	21	3,105	21	3,063
Tobacco,	18	3,991	18	4,167
<i>Printing and Allied Trades.</i>	53	5,753	54	6,682
Printing and publishing,	44	4,844	44	5,169
Bookbinding and blankbook making,	5	654	6	1,249
Lithographing and engraving,	4	255	4	264
<i>Clothing.</i>	37	6,740	38	10,095
Clothing, men's	20	3,273	20	6,136
Clothing, women's	6	2,690	7	3,388
Hats and caps,	9	585	9	472
Others,	2	192	2	99
<i>Paper and Paper Goods.</i>	12	1,316	11	1,430
<i>Furniture and Woodworking.</i>	20	2,799	20	3,123
<i>Stone, Glass, and Clay Products.</i>	37	3,144	38	3,642
<i>Other Manufacturing Industries.</i>	2	71	3	82
Building.	376	39,955	385	43,640
<i>Building Trades.</i>	355	35,059	364	38,272
<i>Unskilled Building Labor.</i>	21	4,896	21	5,368
Transportation.	229	50,590	243	54,031
Railroad,	135	19,357	137	21,034
Road, street, and bridge,	68	24,626	77	25,689
Telegraphs and telephones,	12	3,240	13	4,047
Water,	14	3,367	16	3,261
Trade.	27	2,597	33	3,797
Wholesale and retail,	27	2,597	33	3,797
Public Service.	45	6,433	50	6,127
Professional Service.	50	6,641	52	6,622
Domestic and Personal Service.	77	8,902	78	9,271
Extractive Industries.	9	747	8	725
Quarrying,	9	747	8	725
Miscellaneous.²	42	5,138	41	4,522

¹ Several corrections have been made in the figures as published in the "Fifth Annual Report on Labor Organizations" in order that the classification might conform exactly to the classification used in tabulating the returns for 1913. The only corrections, however, appear under "Textiles" and "Leather and Leather Goods."

² Includes unions which could not be included under any of the above-mentioned industries chiefly because of their being organized on other than an industrial basis.

TABLE 7. — *Increase or Decrease in Membership of Identical¹ Unions existing both at the Close of 1912 and 1913: By Municipalities.*

MUNICIPALITIES.	Number of Identical Unions	MEMBERSHIP		Increase (+) or Decrease (-) in 1913 as Compared with 1912
		1912	1913	
The State.	1,256	226,592	229,898	+3,306
Adams,	6	1,174	801	-373
Athol,	8	318	280	-38
BEVERLY,	7	852	946	+94
BOSTON,	262	84,969	91,961	+6,992
BROCKTON,	47	15,540	15,992	+452
CAMBRIDGE,	8	2,139	2,243	+104
CHELSEA,	7	1,071	1,058	-13
CHICOPEE,	7	315	330	+15
Clinton,	7	250	224	-26
FALL RIVER,	35	7,304	9,955	+2,651
FITCHBURG,	27	1,860	1,765	-95
Framingham,	9	560	441	-119
Gardner,	6	132	154	+22
GLOUCESTER,	20	1,987	2,236	+249
Greenfield,	14	852	858	+6
HAVERHILL,	30	6,245	5,922	-323
HOLYOKE,	39	4,017	3,960	-57
LAWRENCE,	41	16,686	10,255	-6,431
LOWELL,	48	5,092	5,193	+101
LYNN,	57	14,228	13,227	-1,001
MALDEN,	8	485	497	+12
Marblehead,	5	424	343	-81
MARLBOROUGH,	11	431	464	+33
Milford,	10	1,155	1,251	+96
Montague,	5	214	239	+25
Natick,	7	522	660	+138
NEW BEDFORD,	33	8,015	8,709	+694
NEWBURYPORT,	7	185	197	+12
NEWTON,	10	871	878	+7
NORTH ADAMS,	23	966	1,054	+88
NORTHAMPTON,	21	1,112	1,131	+19
Norwood,	7	360	505	+145
PITTSFIELD,	20	1,640	1,811	+171
Plymouth,	5	196	198	+2
QUINCY,	25	2,687	2,591	-96
Rockland,	4	1,507	1,511	+4
SALEM,	30	4,180	3,857	-323
SOMERVILLE,	8	1,376	1,491	+115
SPRINGFIELD,	61	9,161	8,367	-794
TAUNTON,	27	1,522	1,625	+103
WALTHAM,	11	792	870	+78
Westfield,	12	624	666	+42
Whitman,	7	1,658	1,671	+13
WOBURN,	5	181	161	-20
WORCESTER,	61	7,058	7,654	+596
Other cities and towns,	148	13,679	13,696	+17

¹ The data presented in this table have reference to what the Bureau has designated as "identical unions," i.e., unions which were in existence both at the close of 1912 and 1913. A presentation of this character makes possible the determination of the actual change in membership of unions existing at the close of both years irrespective of any increase in aggregate membership due to the formation of new unions or of any decrease due to the disbanding in 1913 of unions which were in existence at the close of 1912.

TABLE 8. — *Percentage of Membership of Trade Unions Unemployed (All Causes) at the Close of Each Quarter, 1908-1915:*
By Principal Occupations.

OCCUPATIONS.	1908				1909				1910			
	March 31	June 30	Sept- ember 30	De- cember 31	March 31	June 30	Sept- ember 30	De- cember 31	March 31	June 30	Sept- ember 30	De- cember 31
Barbers,	2.3	3.6	3.4	4.2	2.8	1.7	1.9	3.0	1.7	1.5	1.7	3.3
Bartenders,	1-	16.5	10.4	13.7	13.3	20.7	13.6	16.2	7.0	6.8	9.6	3.6
Boot and shoe workers,	8.0	18.2	17.1	6.4	12.8	8.0	7.1	3.3	7.4	9.6	7.9	3.0
Bottlers and drivers,	11.1	5.3	1-	12.4	9.7	1.8	10.1	14.0	19.2	2.1	6.3	33.3
Brewery workers,	3.2	14.1	9.3	7.3	10.0	8.9	9.8	9.4	9.4	4.3	3.9	4.0
Bricklayers, masons, and plasterers,	62.8	41.2	24.2	43.3	32.5	8.0	6.1	34.0	19.8	5.6	5.1	31.6
Carpenters,	18.0	8.0	2.9	15.5	14.6	3.2	1.9	10.1	6.5	3.8	3.6	12.9
Cigarmakers,	13.7	4.8	10.4	40.6	13.6	0.8	5.5	6.8	8.8	4.0	3.0	5.5
Clerks, railway	1.5	7.9	0.9	0.9	0.7	1.1	0.0	0.0	1.2	1.0	0.3	0.6
Clerks, retail	3.5	2.1	2.6	2.7	4.2	4.8	2.5	2.3	3.3	1.8	1.8	3.2
Compositors,	10.1	7.4	8.5	6.5	4.8	4.9	4.4	3.6	4.2	4.1	4.1	2.5
Cooks and waiters,	1-	26.2	2.8	7.7	6.9	0.9	3.4	0.8	5.7	7.0	6.3	7.8
Electrical workers,	13.3	16.4	10.7	7.0	2.7	2.5	0.1	2.9	5.9	1.8	4.2	10.2
Engineers (locomotive),	1-	0.0	3.2	4.8	1.8	3.1	2.8	2.8	3.0	3.5	7.5	5.3
Engineers (stationary),	40.5	2.6	3.0	2.5	3.7	2.9	1.5	1.1	3.6	1.1	1.3	3.7
Firemen (locomotive),	1-	18.3	0.1	1.1	0.0	1.0	2.3	1.8	0.6	1.4	1.2	2.1
Firemen (stationary),	4.7	6.9	6.1	4.0	2.4	2.4	5.5	1.7	2.8	1.1	2.6	1.4
Freight handlers and clerks,	4.4	22.1	11.1	3.6	5.2	5.4	4.1	3.7	3.5	12.3	3.8	8.2
Garnment workers,	32.6	50.2	26.7	43.8	6.2	6.3	0.0	8.2	11.6	4.3	22.1	37.2
Granite cutters,	21.0	1.1	2.9	14.7	3.6	4.4	1.2	17.2	4.3	2.0	2.1	13.9
Hod carriers and building laborers,	13.9	43.2	16.7	49.1	41.3	23.0	2.6	25.8	4.6	8.4	12.1	13.9
Machinists,	9.6	8.0	16.7	8.5	3.2	3.1	2.4	2.4	2.9	4.4	3.2	6.5
Molders (iron and brass),	31.2	29.4	17.4	17.7	7.5	5.5	3.3	24.1	4.3	4.3	6.8	28.7
Municipal employees,	77.6	5.0	9.0	13.1	21.5	2.0	1.5	14.7	7.6	1.7	3.0	22.7
Painters, decorators, and paperhangers,	27.4	22.0	15.0	34.0	22.8	6.9	3.2	38.3	4.9	3.8	7.1	30.1
Paper and pulp makers,	0.0	0.0	87.8	1.4	0.0	2.5	3.4	0.0	1.4	1.5	0.8	2.3
Plumbers, gasfitters, and steamfitters,	17.6	11.0	5.5	11.7	20.4	6.0	1.3	5.7	10.6	2.5	1.3	4.2
Printing pressmen,	6.9	12.6	6.4	3.8	5.6	5.3	3.4	5.2	3.3	4.7	2.9	5.1
Station agents and employees,	1-	-	1-	0.4	0.1	0.7	0.5	0.3	1.1	1-	0.0	1.1
Street and electric railway employees,	0.1	3.3	2.6	3.7	3.3	2.8	2.6	2.2	2.5	1.9	1.7	3.5
Teamsters and drivers,	18.5	6.7	9.4	11.4	14.9	2.3	7.4	1.7	21.2	11.2	1.5	8.5
Telegraphers (railroad),	1.9	1.1	0.2	1.5	1.0	1.0	0.6	0.8	1.8	0.5	0.9	1.5
Textile operatives,	43.9	13.6	15.5	20.9	6.7	7.0	5.1	12.6	8.7	17.9	7.5	8.6
Trainmen, railroad	1-	2.8	2.3	2.8	2.5	1.7	1.4	2.2	2.4	1.4	1.6	2.4

1 At the close of this quarter no reports relative to this occupation were received.

TABLE 8. — *Percentage of Membership of Trade Unions Unemployed (All Causes) at the Close of Each Quarter, 1908-1913:*
By Principal Occupations — Concluded.

OCCUPATIONS.	1911				1912				1913			
	March 31	June 30	Sept- ember 30	De- cember 31	March 30 ¹	June 29 ¹	Sept- ember 30	De- cember 31	March 31	June 30	Sept- ember 30	De- cember 31
Barbers,	1.8	1.7	2.5	2.2	2.0	0.7	1.5	2.7	2.7	1.2	2.2	3.0
Bartenders,	5.1	5.8	4.1	6.0	4.2	4.3	4.5	5.5	5.3	3.6	5.6	7.1
Boot and shoe workers,	12.0	4.4	4.5	2.3	13.9	8.3	9.2	4.6	14.9	5.5	6.2	4.0
Bottlers and drivers,	7.5	1.7	14.6	19.4	3.7	1.3	5.4	19.9	7.3	2.2	3.3	6.6
Brewery workers,		5.5	7.8	10.2	9.4	7.0	7.6	8.5	9.4	7.6	7.2	11.8
Bricklayers, masons, and plasterers,	39.2	14.5	7.8	39.4	31.4	4.6	3.8	1.9	26.4	16.3	13.5	29.0
Carpenters,	14.3	3.6	4.4	15.9	14.7	2.4	2.4	8.9	11.5	4.3	8.1	29.0
Cigarmakers,	8.4	1.8	3.8	5.2	5.4	3.0	2.1	4.1	4.9	1.6	3.4	4.0
Clerks, railway,	1.3	0.7	0.4	0.9	0.6	0.2	0.3	0.4	0.8	0.5	0.7	1.6
Clerks, retail,	2.7	2.0	2.2	2.4	2.1	2.1	1.8	1.4	1.7	1.5	1.6	1.6
Compositors,	4.9	5.0	7.8	5.9	6.9	7.9	4.8	4.3	3.9	5.8	4.7	6.1
Cooks and waiters,	9.7	4.1	3.0	6.9	2.5	2.0	9.0	5.0	8.3	3.0	4.8	4.8
Electrical workers,	16.6	3.8	4.5	3.2	5.0	2.9	10.4	4.7	7.9	3.4	0.8	5.6
Engineers (locomotive),	4.1	5.1	6.4	5.8	5.8	10.0	8.5	10.3	8.8	9.7	10.1	9.1
Engineers (stationary),	1.5	1.6	2.4	2.4	2.1	1.7	1.3	1.8	3.0	2.6	2.3	3.6
Firemen (locomotive),	2.8	1.6	1.4	1.6	1.2	2.2	1.0	1.4	1.7	2.8	2.4	2.6
Firemen (stationary),	2.7	1.5	1.8	1.3	3.2	2.3	3.0	2.3	2.4	4.4	3.2	10.3
Freight handlers and clerks,	16.1	14.4	4.7	4.4	11.2	2.3	1.2	0.9	20.1	14.0	6.9	7.2
Garment workers,	12.0	9.0	10.7	22.3	3.1	22.0	27.6	56.7	8.8	3.8	14.8	26.7
Granite cutters,	25.5	11.4	6.9	37.7	21.8	5.4	3.2	20.3	18.7	3.8	6.5	17.7
Hod carriers and building laborers,	14.6	4.4	4.5	31.6	42.3	4.4	2.9	21.5	7.5	23.9	20.2	39.1
Machinists,	3.3	3.6	5.4	3.4	4.8	4.2	5.6	2.0	4.0	3.8	5.2	5.8
Molders (iron and brass),	9.5	23.9	8.6	20.1	10.9	18.9	16.8	25.1	10.6	13.4	11.7	38.2
Municipal employees,	22.1	15.6	10.9	25.7	9.9	2.8	2.6	3.9	6.6	0.9	8.0	16.2
Painters, decorators, and paperhangers,	10.6	8.2	6.8	31.0	19.2	5.0	2.6	38.7	13.6	11.9	8.2	37.8
Paper and pulp makers,	2.4	6.9	10.1	0.0	1.3	0.2	0.1	0.4	1.2	0.1	0.6	1.1
Plumbers, gasfitters, and steamfitters,	13.2	2.6	0.8	6.5	11.2	1.1	1.2	3.2	8.2	4.4	4.1	11.6
Printing pressmen,	4.2	3.4	4.1	4.5	4.5	2.2	1.1	2.9	1.9	3.0	2.9	5.0
Station agents and employees,	7.5	1.0	0.7	2.1	0.5	1.3	1.1	1.0	1.2	0.4	0.7	4.3
Street and electric railway employees,	2.9	1.7	2.1	1.6	2.0	1.7	1.7	4.7	3.8	1.2	1.4	3.4
Teamsters and drivers,	5.2	1.1	1.9	2.6	7.6	6.1	0.4	2.0	5.4	5.9	5.5	8.8
Telegraphers (railroad),	1.0	0.5	0.7	1.7	0.2	0.8	5.3	0.8	0.7	1.1	0.4	0.7
Textile operatives,	9.7	21.3	11.9	7.5	29.1	2.4	5.3	12.9	14.7	12.8	13.0	5.9
Trainmen, railroad,	3.5	2.3	2.6	3.3	2.2	2.4	3.5	2.5	5.4	4.0	3.1	4.1

¹ Owing to the fact that the respective dates — December 31, 1911, March 31, 1912, and June 30, 1912 — fell on Sunday, the date chosen for the returns in each case was the day preceding.

² At the close of this quarter no reports relative to this occupation were received.

TABLE 9. — *Percentage of Membership of Trade Unions Unemployed (All*

QUARTERS ENDING —		The State	Boston ¹	Brockton	Fall River	Fitchburg	Haverhill
1	March 31, 1908,	17.9	16.9	10.1	1—	1—	1—
2	June 30, 1908,	14.4	16.1	15.3	6.2	1—	10.0
3	September 30, 1908,	10.6	10.3	11.4	12.7	1—	3.1
4	December 31, 1908,	13.9	15.2	9.7	5.5	13.2	7.0
5	March 31, 1909,	11.4	11.8	8.6	7.1	1—	4.1
6	June 30, 1909,	6.4	6.9	7.6	6.4	4.4	6.5
7	September 30, 1909,	4.8	4.1	6.4	7.4	2.6	4.4
8	December 31, 1909,	9.4	9.2	8.2	11.6	6.1	2.0
9	March 31, 1910,	7.1	8.1	4.5	5.5	4.0	6.9
10	June 30, 1910,	7.0	6.6	6.3	6.5	1.5	3.8
11	September 30, 1910,	5.6	5.1	3.5	6.6	1.4	3.0
12	December 31, 1910,	10.2	9.9	4.2	11.2	2.3	3.0
13	March 31, 1911,	10.4	7.1	20.7	16.0	4.2	5.5
14	June 30, 1911,	6.6	4.8	3.5	37.5	1.1	1.0
15	September 30, 1911,	5.6	5.0	4.1	16.3	1.4	2.4
16	December 30, ² 1911,	9.7	8.1	4.3	15.0	5.7	3.1
17	March 30, ² 1912,	14.1	7.5	17.0	9.7	7.7	5.1
18	June 29, ² 1912,	5.3	5.3	7.4	2.9	2.9	9.6
19	September 30, 1912,	4.7	3.9	5.8	2.9	1.8	6.5
20	December 31, 1912,	9.1	11.4	3.3	6.5	5.5	7.5
21	March 31, 1913,	11.3	10.7	8.0	7.2	3.1	3.9
22	June 30, 1913,	6.4	5.8	4.7	24.5	4.0	7.2
23	September 30, 1913,	6.8	4.9	3.3	3.5	3.7	2.9
24	December 31, 1913,	10.4	10.5	5.3	8.5	4.6	7.1

¹ Membership reporting was not sufficiently large to justify use of returns for comparative purposes.

² Owing to the fact that the respective dates — December 31, 1911, March 31, 1912, and June 30, 1912 — fell on Sunday, the date chosen for the returns in each case was the day preceding.

Causes) at the Close of Each Quarter, 1908-1913: By Principal Cities.

Holyoke	Lawrence	Lowell	Lynn	New Bedford	Quincy	Salem	Springfield	Worcester	
1 -	38.9	32.8	4.0	43.5	1 -	1 -	1 -	11.1	1
1 -	17.3	8.4	19.3	15.4	1 -	1 -	5.8	14.0	2
1 -	14.6	10.0	5.3	13.2	2.5	1 -	3.3	8.4	3
20.4	14.3	12.6	7.3	39.9	4.0	8.7	12.4	11.8	4
12.2	7.8	14.2	5.4	12.3	5.4	17.8	7.4	6.3	5
2.6	5.5	7.1	8.1	14.2	1.5	11.4	2.3	3.7	6
1.5	3.1	11.0	7.5	7.9	2.3	12.5	2.7	3.0	7
6.4	16.7	8.8	7.0	13.4	9.1	7.3	6.2	7.6	8
3.6	9.1	7.3	6.7	11.2	3.5	7.5	3.6	5.2	9
3.6	17.1	12.8	16.1	9.1	3.5	4.7	2.5	2.6	10
2.5	7.5	14.0	9.6	7.4	1.8	5.8	4.3	4.2	11
22.4	14.1	20.0	8.1	20.2	12.1	6.4	6.5	6.0	12
9.0	16.0	17.0	8.8	15.3	8.5	6.4	8.6	7.3	13
7.4	16.4	8.9	6.0	12.1	1.7	2.8	5.1	5.7	14
2.1	10.0	7.5	4.9	10.1	2.8	2.0	4.2	4.8	15
19.7	18.1	12.0	4.5	13.0	22.0	4.5	7.5	9.4	16
17.6	³ 3.1	⁴ 80.6	11.9	8.5	4.1	5.6	4.3	11.3	17
6.1	2.9	6.2	8.6	4.5	1.9	2.7	1.7	3.7	18
1.4	10.0	4.5	10.9	4.6	1.4	2.7	1.9	3.3	19
11.1	20.2	2.9	8.1	5.7	3.8	4.4	3.7	7.7	20
7.8	23.0	8.8	14.8	8.4	3.5	6.9	6.2	7.3	21
6.2	20.3	7.7	8.2	4.8	2.0	7.0	3.5	4.9	22
6.4	18.6	8.4	4.7	8.0	2.7	6.7	4.8	9.5	23
17.4	11.5	9.2	7.5	13.5	6.4	11.5	10.7	11.7	24

³ The unemployment of the textile operatives during the memorable strike that occurred in Lawrence early in 1912 is not represented in this percentage for the reason that prior to March 30, 1912, nearly, if not quite, all the strikers had returned to work.

⁴ In explanation of this unusually high percentage unemployed for *all causes* it should be stated that over 9,000 organized textile workers in Lowell who were involved in a strike pending on March 30 were included in the aggregate number reported as unemployed on that date.

APPENDIX.

DEFINITIONS AND EXPLANATION OF TERMS.¹

(a) The term "*labor organization*" as used by this Bureau is a group of wage-earners employed in the same trade or industry who have associated themselves for the purpose of securing, by united action, more favorable rates of wages, hours of labor, and other working conditions where obtainable. There are three distinct types of labor organizations in the United States, — (a) the *local*, (b) the *delegate*, and (c) the *national or international*.

(b) The *local trade union*, properly so-called, is composed of wage-earners working in a definite locality and employed in the same craft, occupation, or industry. Its affairs are authorized by direct vote of the members in formal meetings. The term "*local*" is customarily used by organized wage-earners to signify "*local trade union*" or "*local union*" and for purposes of brevity is so used in this report. Some locals have subordinate departments, such as the "*chapels*" among printers or the "*shop crews*" in other trades. In those localities where no local has been formed employees often attach themselves to the nearest local elsewhere, although they may not be able to participate in its deliberations. In some localities where there is not a sufficient number of persons in a single craft to form a distinct local for each craft the American Federation of Labor has made it a practice to form what are known as "*federal labor unions*," in which are associated those wage-earners whose occupation is such that they are not eligible to join any of the existing locals in that locality. The term "*local*" as used in this report includes not only organizations whose official names actually include the word "*union*," but also other organized bodies of wage-earners who prefer to be known as "*associations*," "*assemblies*," or "*lodges*."

(c) A *delegate organization* consists of a body of representatives from a group of local unions or other delegate organizations. The function of such bodies is to make possible concerted action by the local unions in particular trades of localities through these representatives, known as "*delegates*," who have been elected

by the several locals for the purpose of considering matters of common interest. The influence of each organization of this character is determined largely by the number, membership, and degree of organization of the local unions represented by the delegates elected. Among the delegate organizations there are several distinct types. (See "*State and District Councils*," "*Central Labor Unions*," and "*Local Trades Councils*," defined on page 61.)

(d) A *national or international organization* represents a group of affiliated local unions covering a larger territory than a single State, but ordinarily having jurisdiction over but one trade or several closely allied trades. The only distinction between national and international organizations is that the latter may have affiliated locals in more than one country. In this report the word "*international*" is used to designate both national and international organizations, a use of the term which general usage amply justifies. An international union may have affiliated locals in each of those States or districts where there are wage-earners employed in the trade over which that international has assumed jurisdiction. Thus some of the stronger internationals have affiliated locals in nearly every State in the Union and some have affiliated unions in Porto Rico, Hawaii, the Isthmian Canal Zone, the Philippines, Canada, and Mexico. Two British organizations have affiliated "*Societies*" in this country — The Amalgamated Society of Carpenters and Joiners and the Amalgamated Society of Engineers, the latter body including machinists, millwrights, and pattern makers. These "*Societies*" also have branches in Canada, Australia, New Zealand, and South Africa. The word "*National*," forming a part of the official title of some organizations, is sometimes misleading, inasmuch as the organization so designated may have a very limited number of affiliated locals and these may be concentrated in a few localities only. The name may thus be merely prophetic of what the organization hopes to become, or, as in the case of one or two organizations, the trade over which the

¹ For a very thorough study of the various forms of trade unions, see monograph entitled "*The Government of American Trade Unions*" by Theodore W. Glocker, Ph.D., published in 1913 as one of the *Johns Hopkins University Studies in Historical and Political Science*. See also article by Professor George E. Barnett on "*The Dominance of the National Union in American Labor Organization*," published in *The Quarterly Journal of Economics*, Vol. XXVII, No. 3, May, 1913.

organization has jurisdiction may be confined to a limited section of the country, thereby precluding the union's further growth territorially.

A large majority of the internationals in the United States have become affiliated with the American Federation of Labor. The principle of federation is similar to that of the local unions with their respective internationals, and its revenue is raised by a per capita tax on the members of each affiliated union and by charter fees.

The International Union of the United Brewery Workers of America, the Western Federation of Miners, and the United Mine Workers of America, while affiliated with the American Federation of Labor, depart somewhat from the typical form of International and National Organizations affiliated with the Federation in that they comprise locals of which the membership is not always confined to a single branch of trade or occupation. Thus the locals of brewery workers may in addition to brewery workers include bottlers, drivers, stationary firemen, and other employees about the brewery, and likewise the local unions of mine workers include many of the different trades employed about the mines as well as those who are actually miners.

Notable among the internationals which are not affiliated with the American Federation of Labor are several large railway organizations which, while without formal federation among themselves, are nevertheless closely associated through sympathy and identity of interests. Two other organizations commonly classed as federations — the Knights of Labor and the Industrial Workers of the World — differ fundamentally from the American Federation of Labor in that they are composed not of affiliated internationals each reserving to itself a large measure of trade autonomy but are composed rather of affiliated local bodies organized on an industrial basis and having a membership consisting of wage-earners in various more or less unrelated trades.

As variations of this type of organization may be mentioned other organizations which are, in principle, alliances of national unions having jurisdiction over related trades. The triple alliance of the International Typographical Union, the International Printing Pressmen

and Assistants Union, and the International Brotherhood of Bookbinders may be cited as illustrative of this form of association along trade lines. The American Federation of Labor has established five departments: Building Trades Department, Metal Trades Department, Mining Department, Railroad Employees Department (all branches are not represented, however), and Union Label Trades Department. Each department has a chairman and secretary and is concerned with matters affecting the group of trades.

(e) *State and District Councils.* — Between the local union and the international body there are sometimes organized State or district councils, which are composed of delegates from local unions of a particular trade organization within a given locality, the locality being in some cases a county, State, or group of States. Such a body is the Massachusetts State Council of Carpenters and Joiners, in which are associated for certain purposes representatives from all of the local unions of carpenters in Massachusetts. The Massachusetts State Council of Wood, Wire, and Metal Lathers and other similar organizations have their own officers and definite authority within the district, represented by their affiliated locals. *State Federations* such as the Massachusetts State Branch of the American Federation of Labor, for example, are organized upon a basis similar to the central labor unions, but the territory from which local unions are eligible is a State rather than a city.

(f) *Central Labor Unions.* — In nearly all of the cities and in several of the large towns there is a central labor union (sometimes called a "trades and labor council" or "city central"). Such body is composed of delegates from the local unions of various trades in a certain definite locality. Usually a majority of the local unions in a city are affiliated with the Central Labor Union of that city.

(g) *Local Trades Councils.* — Federations of local unions, generally known as "local trades councils," are made up in the larger cities of delegates from local unions of closely allied trades grouped together for certain stated purposes. The local Carpenters' District Councils, the building trades councils, and allied printing trades councils are examples of this form of federation.

STATE HOUSE, BOSTON

INTERNATIONAL LABOR ORGANIZATIONS

- [illegible]

Date..... Information supplied by.....
 Official position.....



¹ A copy of this schedule was sent on December 20, 1913, to each national or international organization known to have affiliated with it at least one local union in the United States.

PART III

FOURTEENTH ANNUAL

DIRECTORY OF LABOR ORGANIZATIONS

1915

(ISSUED AS LABOR BULLETIN No. 106)

FOURTEENTH ANNUAL

DIRECTORY OF LABOR ORGANIZATIONS IN
MASSACHUSETTS, 1915.

INTRODUCTION.

The matter presented herewith constitutes the Fourteenth Annual Directory of Labor Organizations in Massachusetts,¹ the first directory of this character having been published by this Bureau in August, 1902.

The present edition consists of four divisions, as follows:

(I.) "National and International Organizations," having one or more affiliated local unions in the United States (page 5);

(II.) "State, District, and Trades Councils," consisting of organizations composed of delegates from local organizations within a particular trade or group of trades, or within a definite district comprising more than a single city or town (page 9);

(III.) "Central Labor Unions and Local Councils," composed of delegates from local unions in the same locality (page 12);

(IV.) "Local Trade Unions," composed of wage-earners in a single locality directly associated in what may be called the "unit body" of organization (page 16).

Since issuing the Directory in 1914, careful records have been kept of all changes in meeting places, secretaries, and other information pertinent to the subject. Schedules were sent in December, 1914, to all of the National and International Unions in the United States requesting a list of their affiliated locals in Massachusetts, together with the names and addresses of the respective local secretaries, and similar schedules were sent to all State, District, and Trades Councils and Central Labor Unions and Councils. The Bureau has been able, by these means, and also by a careful consideration of newspaper clippings relative to labor organizations in the Commonwealth, to secure information with reference

¹ Prior editions of the directory have been published in our Labor Bulletins as follows: No. 23 (August, 1902), No. 24 (November, 1902), No. 33 (September, 1904), No. 37 (September, 1905), No. 43 (September, 1906), No. 52 (September, 1907), No. 61 (September, 1908), No. 68 (October, 1909), No. 76 (September, 1910), No. 83 (September, 1911), No. 93 (August, 1912), No. 94 (March, 1913), No. 98 (March, 1914).

to the organization of new unions, the disbanding of those formerly existing, and changes in the data relative to organizations previously listed.

A schedule of inquiries, among which were certain inquiries which had special reference to this edition of the directory, was mailed on December 31, 1914, to each local union in Massachusetts known to be in existence. Schedules were received by mail directly or were obtained by special agents of the Bureau from approximately 98¹ per cent of the organizations listed in this edition. In the remaining cases, the desired information has been obtained from the secretary of the National or International organization with which the local organization is affiliated, or from some other reliable source.

Owing to the fact that the collection of returns and the preparation and printing of the directory necessarily cover a period of several weeks, some changes have no doubt occurred since the information herein presented was obtained, consequently those who have occasion to consult this directory should bear this fact in mind. Local secretaries are urged to send notice of any change in the particulars published herein concerning the organizations with which they may be connected.

In the compilation of this edition of the directory the Bureau has been accorded a most encouraging response to its inquiries by the officials with whom it has had occasion to communicate.

ABBREVIATIONS.

Abbreviations for the union officials follow: B. A. for Business Agent; C. R., Corresponding Representative; C. S., Corresponding Secretary; Ch., Chairman; D. M. W., District Master Workman; F. A. E., First Assistant Engineer; F. S., Financial Secretary; Gen. S., General Secretary; Gr. S., Grand Secretary; Int. S., International Secretary; M. W., Master Workman; Nat. S., National Secretary; Org., Organizer; Pres., President; R. S., Recording Secretary; S., Secretary; S. T., Secretary-Treasurer; Treas., Treasurer; V. P., Vice President.

¹ The number of schedules sent out was 1,799 of which number 165 were to national organizations, 81 to State, district and trades councils, 99 to central labor unions and councils, and 1,454 to local trade unions.

I. NATIONAL AND INTERNATIONAL ORGANIZATIONS.

In this division of the directory appear the names of those national and international organizations which have one or more affiliated local unions *in the United States*. The name of the union is first given, followed by the name and address of the general secretary or other officer acting as correspondent.

Organizations which are affiliated with the American Federation of Labor are indicated by an asterisk (*).

Organizations which have *no* affiliated local unions or councils in Massachusetts are indicated by a dagger (†).

American Federation of Labor. Samuel Gompers, Pres.; Frank Morrison, S., 801-809 G St., N. W., Washington, D. C.; John B. Lennon, Treas., Bloomington, Ill.

Departments, A. F. of L.

**Building Trades Department.* William J. Spencer, S. T., 412-414 Ouray Bldg., Washington, D. C.

**Metal Trades Department.* Albert J. Berres, S. T., 513 Ouray Bldg., Washington, D. C.

**Mining Department.* Ernest Mills, S. T., 605 Railroad Building, Denver, Col.

**Railroad Employees Department.* John Scott, S. T., Ohio Bldg., Olive and Vandeventer Sts., St. Louis, Mo.

**Union Label Trades Department.* Thomas F. Tracy, S. T., 708-710 Ouray Bldg., Washington, D. C.

**Actors Union of America, White Rats.* Will J. Cooke, S. T., 237-231 W. 46th St., New York, N. Y.

**Asbestos Workers, International Association of Heat and Frost Insulators and.* Thomas J. McNamara, S. T., 2516 Slattery St., St. Louis, Mo.

**Bakery and Confectionery Workers International Union of America.* Charles Iffland, Int. S., 212 Bush Temple, Chicago, Ill.

**Barbers International Union of America, Journeymen.* Jacob Fischer, Gen. S. T., 222 E. Michigan St., Indianapolis, Ind.

Bartenders International League. (See *Hotel and Restaurant Employees International Alliance*.)

**Bill Posters and Billers of America, International Alliance of.* William McCarthy, Int. S., 809 Fitzgerald Bldg., 1482-90 Broadway, New York, N. Y.

**Blacksmiths and Helpers, International Brotherhood of.* William F. Kramer, Gen. S. T., 1270-1285 Monon Bldg., Chicago, Ill.

**Boiler Makers, Iron Ship Builders, and Helpers of America, International Brotherhood of.* Frank P. Reinemeyer, Int. S. T., 10-12 Law Bldg., Kansas City, Kans.

**Bookbinders, International Brotherhood of.* Walter N. Reddick, Acting S. T., 222 E. Michigan St., Indianapolis, Ind.

Boot and Shoe Cutters Assembly of the Knights of Labor, National. D. Arthur Palmer, Nat. S. T., 97 Evergreen St., Rochester, N. Y.

**Boot and Shoe Workers Union.* John F. Tobin, Gen. Pres.; C. L. Baine, Gen. S. T., 246 Summer St., Boston, Mass.

**Brewery Workmen of America, International Union of the United.* Joseph Proebstle, Int. S., 2347-51 Vine St., Cincinnati, Ohio.

*†*Brick, Tile, and Terra Cotta Workers Alliance, International.* William Van Bodegraven, S. T., 2341 W. 12th St., Chicago, Ill.

Bricklayers, Masons, and Plasterers International Union of America. William Dobson, S., University Park Bldg., Indianapolis, Ind.

**Bridge and Structural Iron Workers, International Association of.* Harry Jones, S. T., 422-424 American Central Life Bldg., Indianapolis, Ind.

*†*Broom and Whisk Makers Union, International.* Will R. Boyer, Int. S. T., 851 King Pl., Chicago, Ill.

*†*Brushmakers International Union.* George J. Vitzthum, Gen. S. T., 2052 Gates Av., Brooklyn, N. Y.

Building Laborers, International Protective Union of. S. P. Johnson, Gen. S., 2326 E. Eighth St., Los Angeles, Cal.

Car Workers, International Association of. (See *Railroad Workers*.)

Card Machine Operators Union of America. Percy Milner, Gen. S., 54 Woodland St., Worcester, Mass.

Card Room Operatives of America, Amalgamated. Thomas Blacow, S., 34 Stapleton St., New Bedford, Mass.

Carpenters and Joiners, Amalgamated Society of. Thomas Atkinson, Sec., U. S. Ex. Board, 76 Bible House, New York, N. Y.

**Carpenters and Joiners of America, United Brotherhood of.* Frank Duffy, Gen. S., Carpenters Bldg., 222 E. Michigan St., Indianapolis, Ind.

**Carriage, Wagon, and Automobile Workers of North America, International Union of.* William P. Mavell, S. T., 36 Dun Bldg., Buffalo, N. Y.

**Carvers Association of North America, International Wood.* Thomas J. Lodge, Gen. S., 10 Carlisle St., Grove Hall, Mass.

National and International Organizations.

- **Cement Workers, American Brotherhood of.* Henry Ullner, S. T., 705 Clunie Bldg., California and Montgomery Sts., San Francisco, Cal.
- †*Chandelier, Brass, and Metal Workers of North America, Brotherhood of.* J. Grinthal, S. T., 393 Second Av., New York, N. Y.
- **Cigar Makers, International Union of America.* George W. Perkins, Int. Pres., 940 Monon Bldg., Chicago, Ill.
- **Clerks International Protective Association, Retail.* H. J. Conway, S. T., Lock Drawer 248, Lafayette, Ind.
- **Cloth Hat and Cap Makers of North America, United.* Max Zuckerman, Gen. S. T., 62 E. Fourth St., New York, N. Y.
- **Commercial Telegraphers Union of America, The.* S. J. Konenkamp, Int. Pres., 922-930 Monon Bldg., Chicago, Ill.
- *†*Compressed Air and Foundation Workers Union of the United States and Canada.* James G. Andrew, Pres., 309 Bloomfield St., Hoboken, N. J.
- **Coopers International Union of North America.* William R. Deal, Int. S. T., Bishop Bldg., Kansas City, Kans.
- **Cutting Die and Cutter Makers, International Union of.* William Bondy, Int. S. T., 727 Manida St., Bronx, N. Y.
- *†*Diamond Workers Protective Union of America.* Andries Meyer, Pres., 323 Washington St., Brooklyn, N. Y.
- Drop and Machine Forgers, Die Sinkers, and Trimmer Makers, United Association of.* E. F. Siviter, Gen. S. T., South Plainfield, N. J.
- **Electrical Workers, International Brotherhood of.* Charles P. Ford, Int. S., 406-18 Reisch Bldg., Springfield, Ill.
- **Elevator Constructors, International Union of.* William Young, S. T., Room 418 Perry Bldg., 16th and Chestnut Sts., Philadelphia, Pa.
- Engineers, Amalgamated Society of.* George Wallace, S., American Council, 309 Broadway, New York, N. Y.
- **Engineers, International Union of Steam and Operating.* James G. Hannahan, Gen. S., 6334 Yale Av., Chicago, Ill.
- **Firemen, International Brotherhood of Stationary.* C. L. Shamp, Int. S. T., 3615 N. 24th St., Omaha, Neb.
- **Foundry Employees, International Brotherhood of.* George Bechtold, S. T., 200 S. Broadway, St. Louis, Mo.
- Freight Handlers, Brotherhood of Railroad.* George H. Kroeger, S. T., 816-24 Harrison St., Chicago, Ill.
- **Fur Workers of the United States and Canada, International.* Samuel Korman, Gen. S. T., 32 Union Square, New York, N. Y.
- **Garment Workers of America, United.* B. A. Larger, Gen. S., 116-122 Bible House, New York, N. Y.
- **Garment Workers Union, International Ladies.* Morris Sigman, Gen. S. T., 32 Union Sq., New York, N. Y.
- *†*Glass Bottle Blowers Association of the United States and Canada.* William Launer, Gen. S., 930-932 Witherspoon Bldg., Juniper and Walnut Sts., Philadelphia, Pa.
- †*Glass Snappers National Protective Association, Window.* L. L. Jacklin, Nat. S., Kane, Pa.
- **Glass Workers International Association of America, Amalgamated.* Albert J. Scott, Gen. S. T., 118 E. 28th St., Room 204, New York, N. Y.
- †*Glass Workers of America, National Window.* Charles Bryant, S., 417-420 Electric Bldg., Cleveland, Ohio.
- **Glass Workers Union, American Flint.* William P. Clarke, S. T., 928-932 Ohio Bldg., Toledo, Ohio.
- **Glove Workers Union of America, International.* Miss Elisabeth Christman, S. T., 506 Bush Temple of Music, Chicago, Ill.
- Government Employees, National League of.* George L. Cain, Nat. Pres., 11 Lagrange Ter., Lynn, Mass.
- **Granite Cutters International Association of America, The.* James Duncan, Int. Pres., Hancock Bldg., Quincy, Mass.
- *†*Grinders and Finishers National Union, Pocket Knife Blade.* F. A. Didsbury, Nat. S., 508 Brook St., Bridgeport, Ct.
- Hat Finishers Association of the United States, Wool.* John J. Flanagan, Nat. S. T., 96 Aubin St., Amesbury, Mass.
- **Hatters of North America, United.* Martin Lawlor, Nat. S. T., 72-73 Bible House, New York, N. Y.
- **Hod Carriers, Building and Common Laborers Union of America, International.* A. Persion, Gen. S. T., Box 597, Albany, N. Y.
- **Horseshoers of the United States and Canada, International Union of the Journeymen.* Hubert S. Marshall, S. T., Second National Bank Bldg., Ninth and Main Sts., Cincinnati, Ohio.
- **Hotel and Restaurant Employees International Alliance and Bartenders International League of America.* Jere J. Sullivan, Gen. S. T., Commercial Tribune Bldg., Cincinnati, Ohio.
- Industrial Workers of the World.* Vincent St. John, Gen. S. T., Room 307, 164-166 W. Washington St., Chicago, Ill.
- Industrial Workers of the World.* Herman Richter, Gen. S. T., P. O. Box 651, Detroit, Mich.
- *†*Iron, Steel, and Tin Workers of the United States, Amalgamated Association of.* M. F. Tighe, S. T., 501 House Bldg., Smithfield and Water Sts., Pittsburg, Pa.
- Knights of Labor.* Thomas H. Canning, Gen. M. W., 228 Tremont St., Boston, Mass.
- *†*Lace Operatives of America, The Chartered Society of Amalgamated.* David L. Gould, Gen. S., 545 W. Lehigh Av., Philadelphia, Pa.
- **Lathers International Union of Wood, Wire, and Metal.* Ralph V. Brandt, Gen. S. T., 401 Superior Bldg., Cleveland, Ohio.
- **Laundry Workers International Union.* Harry L. Morrison, Gen. S. T., 683 Third Av., Troy, N. Y.
- **Leather Workers on Horse Goods, International United Brotherhood of.* John J. Pfeiffer, Gen. S. T., 504 Postal Bldg., Kansas City, Mo.

National and International Organizations.

- Letter Carriers, National Association of.* Edward J. Cantwell, Nat. S., 945 Pennsylvania Av., N. W., Washington, D. C.
- **Lithographers of America, Amalgamated.* James M. O'Connor, Nat. S., 309 Broadway, New York, N. Y.
- Locomotive Engineers, Brotherhood of.* William B. Prenter, First Grand Engineer, 1118 B. of L. E. Bldg., Cleveland, Ohio.
- Locomotive Firemen and Enginemen, Brotherhood of.* A. H. Hawley, Gen. S. T., Peoria, Ill.
- **Longshoremen's Association, International.* John J. Joyce, S. T., 702 Brisbane Bldg., Buffalo, N. Y.
- Loomfixers International Union.* Oliver Christian. Nat. S., Box 8, Lawrence, Mass.
- *†*Machine Printers and Color Mixers of the United States, National Association of.* Patrick E. Lyons, Nat. S., 334 Trenton Av., Buffalo, N. Y.
- **Machinists, International Association of.* George Preston, Gen. S. T., 402-407 McGill Bldg., Washington, D. C.
- Mailers Trade District Union.* James P. McNichols, S. T., Flat 15, 442 Garfield Av., Chicago, Ill.
- Maintenance of Way Employees, Brotherhood of.* Samuel J. Pegg, Grand S. T., Greensborough, N. C.
- **Maintenance of Way Employees, International Brotherhood of.* George Seal, Grand S., 27 Putnam Av., Detroit, Mich.
- **Marble Workers, International Association of.* Stephen C. Hogan, Gen. S. T., 406 E. 149th St., New York, N. Y.
- **Ment Cutters and Butcher Workmen of North America, Amalgamated.* Homer D. Call, S. T., 212 May Av., Syracuse, N. Y.
- **Metal Polishers, Buffers, Platers, Brass, and Silver Workers Union of North America.* Charles R. Atherton, Gen. S. T., Neave Bldg, Cincinnati, Ohio.
- **Metal Workers International Alliance, Amalgamated Sheet.* John E. Bray, Gen. S. T., 407 Nelson Bldg., Kansas City, Mo.
- *†*Mine Workers of America, United.* William Green, S. T., 1107 Merchants Bank, Indianapolis, Ind.
- *†*Miners, Western Federation of.* Ernest Mills, S. T., 503-511 Denham Bldg., Denver, Col.
- **Molders Union of North America, International.* Victor Kleiber, S., 530 Walnut St., Cincinnati, Ohio.
- Musical and Theatrical Union, American International.* W. Shurtleff, Int. S., P. O. Box 1018, Washington, D. C.
- **Musicians, American Federation of.* Owen Miller, S., 3535 Pine St., St. Louis, Mo.
- **Painters, Decorators, and Paperhangers of America, Brotherhood of.* J. C. Skemp, Gen. S. T., Drawer 99, Lafayette, Ind.
- **Paper Makers, International Brotherhood of.* J. T. Carey, Pres.-S., 127 N. Pearl St., Albany, N. Y.
- **Pattern Makers League of North America.* James Wilson, Gen. Pres., 1008-1009 Second National Bank Bldg., Cincinnati, Ohio.
- **Pavers, Rammermen, Flag-Layers, Bridge and Stone Curb Setters, International Union of.* Edward I. Hannah, Gen. S., 223 E. 59th St., New York, N. Y.
- **Paving Cutters Union of the United States and Canada.* Carl Bergstrom, Gen. S. T., L. B. 27, Albion, N. Y.
- **Photo-Engravers Union of North America, International.* Louis A. Schwarz, S. T., 5609 Germantown Av., Philadelphia, Pa.
- **Piano, Organ, and Musical Instrument Workers International Union of America.* Charles Dold, Pres., 1037 Altgeld St., Chicago, Ill.
- **Plasterers International Association of the United States and Canada, Operative.* T. A. Scully, S. T., 442 E. Second St., Middletown, Ohio.
- **Plate Printers Union of North America, International Steel and Copper.* Charles T. Smith, S. T., 612, F St., N. W., Washington, D. C.
- **Plumbers and Steam Fitters of the United States and Canada, United Association of.* Thomas E. Burke, S. T., 411-416 Bush Temple of Music, Chicago, Ill.
- **Post-office Clerks, National Federation of.* Thomas F. Flaherty, S. T., 712 Ouray Bldg., Washington, D. C.
- *†*Potters, National Brotherhood of Operative.* John T. Wood, S. T., Box 6, E. Liverpool, Ohio.
- *†*Powder and High Explosive Workers of America, United.* Ira Sharpnack, S. T., R. R. No. 3, Columbus, Kans.
- *†*Print Cutters Association of America, National.* Richard H. Scheller, Nat. S., 229 Hancock Av., Jersey City, N. J.
- **Printing Pressman and Assistants Union of North America, International.* Joseph C. Orr, S. T., Pressmen's Home, Rogersville, Tenn.
- Printing Trades Association, International Allied.* J. W. Hays, S. T., Newton Claypool Bldg., Indianapolis, Ind.
- **Pulp, Sulphite, and Paper Mill Workers of the United States and Canada, International Brotherhood of.* John H. Malin, Pres. S., P. O. Drawer K, Ft. Edward, N. Y.
- **Quarry Workers International Union of North America.* Fred W. Suito, S. T., Scampini Bldg., Barre, Vt.
- Railroad Signalmen of America, Brotherhood of.* D. R. Daniels, Gr. S. T., 28 Newton St., Mansfield, Mass.
- Railroad Station Agents, Order of.* P. H. Phinney, Gr. S., Monument Beach, Mass.
- Railroad Station Employees, Brotherhood of.* P. J. Coyle, Gr. Pres., 46-47 Holland Bldg., 27 Haymarket Sq., Boston, Mass.
- **Railroad Telegraphers, The Order of.* L. W. Quick, Gr. S. T., Star Bldg., St. Louis, Mo.
- Railroad Workers, American Federation of.* G. W. Gibson, S. T., 1209 Morton Bldg., 538 S. Dearborn St., Chicago, Ill.
- Railroad Trainmen, Brotherhood of.* A. E. King, Gen. S. T., American Trust Bldg., Cleveland, Ohio.
- **Railway Carmen of America, Brotherhood of.* E. William Weeks, Gen. S. T., 506-7 Hall Bldg., Kansas City, Mo.

National and International Organizations.

- **Railway Clerks, Brotherhood of.* R. E. Fisher, Gr. S. T., 409-412 K. C. Life Bldg., Kansas City, Mo.
- Railway Conductors of America, The Order of.* C. E. Whitney, Gr. S., Kimball Bldg., Cedar Rapids, Iowa.
- **Railway Employees of America, Amalgamated Association of Street and Electric.* W. D. Mahon, Int. Pres., 601-603 Hodges Bldg., Detroit, Mich.
- **Railway Postal Clerks, Brotherhood of.* Urban A. Walter, S. T., Box 1302, Denver, Col.
- **Roofers, Composition, Damp and Waterproof Workers of the United States and Canada, International Brotherhood of.* Daniel J. Ganley, Gen. S. T., 14 N. Oxford St., Brooklyn, N. Y.
- †*Sailors and Firemen's Union of the Atlantic.* George C. Bodine, S. T., 51 South St., New York, N. Y.
- *†*Saw Smiths National Union.* F. E. Kingsley, S. T., 2915 McPherson St., Indianapolis, Ind.
- **Seamen's Union of America, International.* Thomas A. Hanson, S. T., 570 W. Lake St., Chicago, Ill.
- Shoe Workers of America, United.* Michael J. Tracey, Gen. S. T., 31 Exchange St., Lynn, Mass.
- Shoe Workers Protective Union.* S. J. Pothier, Gen. S., 163 Merrimack St., Haverhill, Mass.
- **Signalmen of America, Brotherhood of Railroad.* D. R. Daniels, S., 28 Newton St., Mansfield, Mass.
- **Slate and Tile Roofers Union of America, International.* Joseph M. Gavlak, Gen. S. T., 3643 W. 47th St., Cleveland, Ohio.
- *†*Slate Workers, American Brotherhood of.* Philip Jago, Jr., S., Pen Argyle, Pa.
- **Spinners Union, International.* Urban Fleming, Int. S., 188 Lyman St., Holyoke, Mass.
- **Stage Employees of the United States and Canada, International Alliance of.* M. A. Carney, Gen. S. T., 107 W. 46th St., New York, N. Y.
- State, City, and Town Employees Unions, National Federation of.* M. F. O'Brien, Nat. Pres., 307A Warren St., Roxbury, Mass. James J. Burns, Nat. S. T., 29 Webber St., Roxbury, Mass.
- Steam, Hot Water, and Power Pipe Fitters and Helpers, International Association of.* W. H. Davies, S. T., 204-205 Merrick Bldg., 357 W. 63rd St. Chicago, Ill.
- **Steam Shovel and Dredgemen, International Brotherhood of.* T. J. Dolan, Gen. S. T., 508 Ft. Dearborn Bldg., Chicago, Ill.
- †*Steam Shovelmen, Associated Union of.* Edward M. Foley, S. T., 333 So. Dearborn St., Chicago, Ill.
- *†*Steel Plate Transferrers Association of America, The.* J. T. W. Miller, Nat. S., 1024 Park Rd., N. W., Washington, D. C.
- **Stereotypers and Electrotypers Union of North America, International.* George W. Williams, S. T., 29 Globe Bldg., Boston, Mass.
- †*Stogie Makers League, National.* F. W. Sonderman, S. T., Wheeling, W. Va.
- **Stone Cutters Association of North America, Journey-men.* Walter W. Drayer, Gen. S. T., 332 American Central Life Bldg., Indianapolis, Ind.
- **Stove Mounters International Union.* Frank Grimshaw, S. T., 1210 Jefferson Av., E., Detroit, Mich.
- Street and Electric Railway Employees of America, Amalgamated Association of.* (See *Railway Employees of America, Amalgamated Association of Street and Electric.*)
- **Switchmen's Union of North America.* M. R. Welch, Gr. S. T., 326 Brisbane Bldg., Buffalo, N. Y.
- **Tailors Industrial Union, International.* E. J. Brais, Gen. S., 6702 Stony Island Av., Chicago, Ill.
- **Teamsters, Chauffeurs, Stablemen, and Helpers of America, International Brotherhood of.* Thomas L. Hughes, Gen. S. T., 222 E. Michigan St., Indianapolis, Ind.
- Textile Workers, National Industrial Union of (I. W. W.).* Thomas Holliday, F. S. T., Room 501, 104 Hanover St., Boston, Mass.
- **Textile Workers of America, United.* John Golden, Gen. Pres.; Albert Hibbert, Gen. S., Bible House, Astor Place, New York, N. Y.
- **Tile Layers and Helpers International Union, Ceramic, Mosaic, and Encaustic.* James P. Reynolds, Gen. S. T., 119 Federal St., N. S., Pittsburgh, Pa.
- *†*Timber Workers, International Union of.* William H. Reid, S. T., 202 Maynard Bldg., Seattle, Wash.
- *†*Tobacco Workers International Union.* E. Lewis Evans, S. T., 50-53 American National Bank Bldg., Third and Main Sts., Louisville, Ky.
- *†*Travelers Goods and Leather Novelty Workers International Union of America.* Murt Malone, S. T., 191 Boyd St., Oshkosh, Wis.
- *†*Tunnel and Subway Constructors International Union of North America.* Michael Carraher, S. T., 150 E. 125th St., New York, N. Y.
- **Typographical Union, International.* J. W. Hays, S. T., 640-650 Newton Claypool Bldg., Indianapolis, Ind.
- **Upholsterers and Trimmers International Union of North America.* James H. Hatch, Pres., 229 E. 67th St., New York, N. Y.
- **Weavers Amalgamated Association of the United States, Elastic Goring.* Alfred Haughton, Gen. S., 50 Cherry St., Brockton, Mass.
- Weavers, National Federation of Cloth.* James Whitehead, S. T., 1188 Globe Bldg., Fall River, Mass.
- **Weavers Protective Association, American Wire.* E. E. Desmond, S. T., 468 Grove St., Brooklyn, N. Y.
- Women's Trade Union League of America, National.* Miss S. M. Franklin, S. T., 1644 Unity Bldg., 127 N. Dearborn St., Chicago, Ill.

II. STATE, DISTRICT, AND TRADES COUNCILS.

In the following presentation appear the names of organizations composed of delegates from local trade unions within a particular trade or group of trades, or a definite district not confined to a single locality. For convenience the various Railway Adjustment, Protective, and Grievance Committees have been separately grouped at the end of this division of the directory.

In every case where the information could be obtained the following facts are given: Name of organization, time and place of next convention or conference, business office and telephone number, name and address of secretary or other officer acting as correspondent, and the name and address of business agent, if any. Where no address is given for an officer named, he may be addressed at the business office or place of meeting.

American Federation of Labor, Massachusetts State Branch. Next convention at New Bedford, September 20, 1915; business office, Room 427, Old South Bldg., Boston, Tel., Fort Hill 1793; Edward S. Alden, Pres., 189 High St., Holyoke; Martin T. Joyce, S. T., Room 427, Old South Bldg., Boston.

Bakers Unions, Massachusetts State Branch of. By appointment; 2d Sun. in June and Dec.; business office, 71 Washington St., Salem; William Sands, R. S., 7 Terminal Pl., Brockton.

Barbers, Massachusetts State Branch of. By appointment; last Sun. in Sept.; Joseph J. Dwyer, S., 1125 Washington St., Boston.

Blacksmiths and Helpers: District Council No. 8 (N. Y., N. H. & H. R.R.). New York, New Haven, and Boston; Mar., June, Sept., and Dec.; John Cavanaugh, S. and B. A., 14 Lydon St., Norwood.

Blacksmiths and Helpers: District Council No. 20 (B. & M. R.R.). 724 Washington St., Boston; 1st Sun. in Mar., June, Sept., and Dec.; George H. Sawyer, Pres. and B. A., 5 Allison St., Concord N. H.

Boiler Makers, Iron Ship Builders, and Helpers: District Lodge No. 34 (B. & M. R.R. System). Boston; 2d Mon. in Feb. and 1st Mon. in Aug.; R. P. Aldrich, Dist. S. T., L. B. 435, Lyndonville, Vt.

Boot and Shoe Workers, New England Organizing Conference of. By appointment; 1st Sun.; Peter Casey, S. T. and B. A., Box 77, Randolph.

Bricklayers, Masons, and Plasterers, Massachusetts State Conference of. Plymouth; 1st Mon. in Oct., 1915; Michael O'Brien, S., 293 Hampshire St., Lawrence; Tel. 2967; D. J. Mahoney, Legislative Agent, 61 Lexington St., Waltham.

Carpenters and Joiners, Massachusetts State Council, United Brotherhood of. North Adams; Feb. 15-18, 1915; William H. Walsh, Pres., 174 Washington St., Brookline; Peter Provost, Jr., S., 75 Bond St., Holyoke.

Carpenters, Berkshire County District Council of. Pittsfield, or as voted; 4th Sun.; S. H. Crum, S. T., 291 Ashland St., N. Adams.

Carpenters District Council (N. E. Steam Railroads). New London, Ct.; last Sun.; W. E. Pearson, R. S., 8 Stafford St., E. Dedham.

Carpenters District Council of Middlesex County. S. of V. Hall, Stoneham; 2d and 4th Fri.; John

G. Cogill, B. A., 27 Glen Ct., Malden; Tel. Malden, 1128 W.

Carpenters District Council of Newton, Waltham, Needham, and Vicinity. 251 Washington St., Newton; 2d and 4th Thurs.; Tel. 1682 M, Newton North; W. S. MacPherson, R. S., 99 Crafts St., Newtonville; L. H. Johnson, B. A.

Carpenters District Council of Norfolk County. A.O. U.W. Hall, Norwood; 1st and 4th Thurs.; George N. Brooks, R. S. and B. A., 459 Washington St., Norwood.

Carpenters District Council of the South Shore. Carpenters Hall, Hingham; 1st and 3d Thurs.; Leroy W. Beedle, R. S. and B. A., 56 Hobart St., E. Braintree.

Carpenters, North Bristol District Council of. Masonic Blk., Stoughton; 1st Sun.; F. O. Fowler, R. S., 155 Porter St., Stoughton; Benjamin S. Bolles, B. A., Box 135, Sharon.

Carpenters, Northern Massachusetts District Council of. (Fitchburg and vicinity). Brooks Blk., Oliver St., Fitchburg; 2d and 4th Mon.; Frank B. Crooker, R. S., 6 Highland Av., Fitchburg; Albert Lafreniere, B. A., 59 Tisdale St., Leominster.

Carpenters, North Shore District Council of. 71 Washington St., Salem; Tues.; Rufus P. Harlow, R. S., 26 Union Ct., Lynn; Michael O'Brien, B. A.

Carpenters of Eastern Massachusetts, Grand Council of. 30 Hanover St., Boston; 3d Fri.; Elmer G. Walker, R. S., 8 Gifford Ct., Salem.

Carpenters, Southeastern Massachusetts District Convention of. By vote; 2d Sun.; Walter Pratt, Pres., 28 Main St., Brockton.

Electrical Workers, New England District Council of. 987 Washington St., Boston; Tel. Trem. 440; 2d Sun.; Albert H. Nichols, S. T., 115 Josephine Av., W. Somerville.

Engineers, Amalgamated Society of: Eastern District Committee. 987 Washington St., Boston; on call; William T. Irvine, Dist. S., 46 Massachusetts Av., Quincy.

Hotel and Restaurant Employees International Alliance and Bartenders International League: New England Branch. Pawtucket, R. I., 3d Sun. in Jan. 1916; John J. Griffin, S. T., 70 Adams St., Lynn.

Knights of Labor: District Assembly No. 30 (Incorporated). By appointment; quarterly; Thomas

State, District, and Trades Councils.

- H. Canning, D. M. W., 228 Tremont St., Boston; Tel. Ox. 3797; John H. McCarthy, Dist. S. T.
- Knights of Labor: District Assembly No. 30 (Original).* 376 W. Broadway, S. Boston; 2d and 4th Sun.; Patrick Croake, D. M. W., 1 St., S. Boston; Michael O'Meara, Dist. S. T., 43 Orleans St., E. Boston.
- Label Conference, New England (Cigar Makers).* Worcester, Mass., 1st Thurs. in Apr. 1915; business office, 39 Portland St., Boston; William Standcumbe, Pres., 11 Appleton St., Boston.
- Lasters Federation of Southeastern Massachusetts (B. & S. W.).* I. N. F. Hall, 13 E. Elm St., Brockton; 4th Sun.; business office, Central Sq., Bridgewater; Royal F. Dano, R. S., Box 142, Bridgewater.
- Lathers, Massachusetts State Council of Wood, Wire, and Metal.* 987 Washington St., Boston; last Sun., Jan., Apr., May, June, July, Aug., Sept., and Oct.; Edward N. Kelley, F. S. T., 32 Merriam St., Somerville.
- Legal Protective Federation.* Room 527, 6 Beacon St., Boston; Tel. Haymarket 83; Henry Sterling, Pres.; E. Homer Marks, S. T.
- Loomfixers Protective Alliance.* Pawtucket, R. I., July, 1915; business office, 370 Bedford St., Fall River; Tel. 1580; John Hobin, Pres., 598 Pleasant St., New Bedford; Thomas Taylor, S. T. and B. A.
- Machinists, District Lodge No. 19, International Association of (Mass., R. I., and N. H.).* 724 Washington St., Boston; quarterly, dating from 2d Sun. in Jan.; George Loring, S. T., Box 168, Sta. A., Boston; Roscoe L. Hall, B. A., 35 Monroe St., Lynn; Tel. 4125.
- Machinists: District Lodge No. 42, International Association of (B. & M. R. R.).* Boston; Jan.; A. A. Farnsworth, S. T., 60 Davis St., Keene, N. H.
- Machinists: District Lodge No. 43, International Association of.* Boston, New Haven, and New York; 1st Sat. in Feb., May, Aug., and Nov.; John C. Ready, S. T., 75 Orchard St., New Haven, Ct.
- Molders Unions, Boston and Vicinity Conference Board of.* Room 410, 665 Washington St., Boston; 2d Sun.; Tel. Ox. 3161; William F. Griffin, S., 145 South St., Waltham; William John, B. A., 25 Wilbur St., Everett.
- Molders Unions, Connecticut Valley Conference Board of (Vt., Mass., and Ct.).* Stamford, Ct.; 1st week in May; J. J. Kaveney, S. T., 128 Patten St., Springfield; James A. Loveday, B. A., 103 Ann St., Hartford, Ct.
- Molders Unions, Eastern New England Conference Board of (Me., N. H., Mass., and R. I.).* Providence, R. I., May, 1915; Charles E. Anderson, S. T., 7 Bowden St., Lowell; Tel. 4191 W.; Eugene L. Murphy, B. A., 116 Winslow Av., Norwood.
- Painters, Decorators, and Paperhangers: Berkshire District Council No. 32.* By appointment; 4th Sun.; Charles Murphy, R. S., 55 Chase Av., N. Adams.
- Painters, Decorators and Paperhangers, Connecticut Valley Conference of.* Successively with each affiliated local; 3d Sun.; Harry Woods, Pres., 19 Sanford St., Springfield; F. W. Wenzel, S. T., Gen. Del., Thompsonville, Ct.
- Painters, Decorators, and Paperhangers, Massachusetts North District Conference of.* 71 Washington St., Salem; Wed.; Harry A. Weston, R. S., 30 Highland Av., Salem.
- Painters, Decorators, and Paperhangers, Massachusetts State Conference of.* 2d Sun. in Jan. and July; July meeting in Holyoke; P. H. Triggs, S., 19 Sanford St., Springfield; Tel. 1435.
- Painters, Decorators, and Paperhangers, Worcester County Conference of.* By appointment; 1st Sun.; James E. Heffron, S. T., 20 Madison St., Worcester; Tel. Park 6821.
- Painters District Council of Natick and Vicinity No. 44.* By appointment; 1st and 3d Tues.; John J. Fitzhenry, R. and C. S., 862 Washington St., Norwood; B. F. Guptill, B. A., 61 Warren Av., Wollaston.
- Plumbers, Gas Filters, Steam Filters, and Steam Fitters' Helpers, Massachusetts State Association of the United Association of.* Last Sat. in Jan. and July; F. D. McCarthy, S. T., 16 Harris St., Malden.
- Retail Clerks International Protective Association: New England District Organization No. 2.* Quincy House, Boston; 2d Mon. in Jan.; N. J. Nally, S. T., 138 Cabot St., Roxbury.
- Sheet Metal Workers, Massachusetts District Council of.* Worcester; 1st Sun. in each quarter; Edward J. Griffin, Pres., 9 Appleton St., Boston; Edward F. X. McCarthy, S. T., 7 Montello St., Ros.
- Stationary Firemen, International Brotherhood of: State District Union No. 1.* Boston; On call of President; John W. Downing, Pres., 4 W. Eleventh St., Lowell; John H. Ashe, S. T., W. Wellington Ter., Worcester.
- Steam and Operating Engineers, Massachusetts State Branch of.* 995 Washington St., Boston; 1st Sun. in Jan., last Sun. in Feb., Mar., May, July, Sept., and Nov.; Albra W. Hersome, S., Box 13, Wamesit.
- Treers Unions, Southeastern Massachusetts Association of.* 26 Centre St., Brockton; 2d Sun.; Ellis Barnes, R. S., 95 Pacific Av., Rockland.
- Typographical Union, New England.* Portland, Me., 4th Mon. in June, 1915; John F. Murphy, S. T., Box 712, Providence, R. I.

RAILWAY ADJUSTMENT, PROTECTIVE, AND GRIEVANCE COMMITTEES.

- Locomotive Engineers: General Committee of Adjustment (B. & A. R.R.).* Boston or Springfield; on call of chairman; F. J. Otterson, Ch., 49 Prairie Av., Auburndale; James W. Mead, S., 416 Main St., W. Springfield.
- Locomotive Engineers: General Committee of Adjustment (B. & M. R.R.).* 164 Canal St., Boston; Tel. Hay. 22045; on call; C. K. Mitchell, Gen.

State, District, and Trades Councils.

- Ch., 5 Benton St., Stoneham; C. B. Galleher, S. T., Box 707, Windsor, Vt.
- Locomotive Engineers: General Committee of Adjustment* (N. Y., N. H. & H. R.R.). Business office, Room 18, Poli Bldg., New Haven, Ct.; on call of Gen. Ch.; F. S. Evans, Gen. Ch., 96 Winter St., Norwood; L. L. Mitchell, S. T., 11 Harrison Av., Taunton.
- Locomotive Engineers: Massachusetts State Legislative Board.* Castle Hall, 405 Main St., Worcester; 1st and 3d Sun.; Theodore B. Wardwell, S. T., 11½ Hammond St., Worcester.
- Locomotive Firemen and Enginemen, Joint Protective Board of* (N. Y., N. H. & H. R.R.). New Haven, Ct.; 1st Mon. in Feb.; H. M. Walker, Gen. Ch. and B. A., 82 Whitfield St., Dorchester; Tel. Dor. 1553 M.
- Maintenance of Way Employees, Joint Protective Board of* (B. & M. System). Crawford House, Boston; on call of Chairman; R. H. Crawford, Gen. Ch., Box 62, Melrose, N. Y.; F. J. Harvey, Treas., 3 Park St., Amesbury.
- Railroad Drawmen, Order of* (New England). Draw No. 1, North Station, Boston; 2d Fri.; William J. Dooley, Pres., 8 Wesley St., Somerville; Wilfred H. Cushing, B. A., 399 Charles St., Boston.
- Railroad Station Employees, Brotherhood of: General Board of Adjustment* (B. & M. R.R.). Quincy House, Boston; on call of Chairman; P. J. Coyle, Gen. Ch., 46 Holland Bldg., 27 Haymarket Sq., Boston; Tel. Hay. 4218; Ralph C. Putnam, Gen. S., 7 Vine St., Marblehead.
- Railroad Telegraphers, General Committee of Adjustment* (N. Y., N. H. & H. R.R.). By appointment; on call of Chairman; Leonard J. Ross, Gen. Ch., 203 Woodbine St., Auburn, R. I.; M. W. Handy, S., Box 885, New Haven, Ct.
- Railroad Trainmen: General Grievance Committee* (B. & A. R.R.). Boston; on call of Chairman; M. N. Doyle, Ch., 334 Millbury St., Worcester.
- Railroad Trainmen: General Grievance Committee* (B. & M. R.R.). Business office, 701 Winthrop Bldg., Boston; Tel. Fort Hill 1917; Charles J. Mahoney, Gen. S., 8 Linwood Pl., Chsn.
- Railroad Trainmen: General Grievance Committee.* (B., R. B. & L. R.R.). Puritan Hall, 249 Friend St., Boston; 1st Thurs. and 3rd Sun.; J. J. McCarthy, S., 75 Walden St., Winthrop.
- Railroad Trainmen: General Grievance Committee* (Central Vermont R.R.). C. V. Muldoon, S., 86 Lincoln St., St. Albans, Vt.
- Railroad Trainmen: General Grievance Committee* (N. Y., N. H. & H. R.R.). J. W. Fridenburg, S., 150 Rosette St., New Haven, Ct.
- Railroad Trainmen: State Legislative Board.* Boston; next meeting Oct., 1916; Walter I. McMenimen, Ch., New Braintree, Mass.; Thomas C. O'Brien, S., Room 801, Tremont Bldg., Boston.
- Railroad Workers, Eastern Federation of.* By appointment, semi-annually; T. H. Condon, Pres. and B. A., 15 Boardman St., Salem; Tel. 1871 M; P. J. English, S. T., 75 Leete St., West Haven, Ct.
- Railroad Workers, Boston and Maine System Council.* Quincy House, Boston; 2d Sat.; T. H. Condon, Pres. and B. A., 15 Boardman St., Salem; Tel. 1871 M; J. H. Dwyer, S., 422 Bowdoin St., Dor.
- Railroad Workers, New York, New Haven and Hartford System Council.* Alternately at Boston, and New Haven, Ct.; 2d Sun., alt. month; Levi M. Funk, S., 6 Westminster St., Hyde Park.
- Railroad Workers, Trades Council of the New York, New Haven, and Hartford System.* Commercial House, New Haven, Ct.; 1st Sat. in Jan.; special meetings by appointment; Frank Gannon, Pres. and B. A., 112 Union Av., West Haven, Ct.
- Railway Clerks, Brotherhood of: Boston and Maine System Board of Adjustment.* Quincy House, Boston; quarterly, on call of Exec. Com.; J. L. Johnson, S. T., 14 Stevens St., Lawrence.
- Railway Clerks, Brotherhood of: Eastern Federation of the Boards of.* H. L. Plummer, S., 303 Brackett St., Portland, Me.
- Railway Conductors: Adjustment Committee* (N. Y., N. H. & H. R.R.). New Haven, Ct.; on call of Chairman; C. W. Merrill, Gen. Ch., 29 Evergreen St., Roxbury; W. B. Huntington, S., 355 Central Av., New Haven, Ct.
- Railway Conductors: General Adjustment Committee* (B. & A. R.R.). on call of Chairman; M. F. Walsh, Ch., 26 Fairview Av., Merrick; Charles M. Haslund, S., 19 Tufts St., Cambridge.
- Railway Conductors: General Board of Adjustment* (B. & M. R.R.). Quincy House, Boston; bi-annually, even years, 1st week in Jan.; G. C. Hammond, Ch., 164 W. Wyoming Av., Melrose; Carl E. Taylor, S., Woodsville, N. H.
- Street Railway Employees: Joint Conference of Bay State.* 724 Washington St., Boston; 1st Mon. in Jan. Apr., July, and Oct.; Charles A. Shea, S., S. Groveland, Mass.
- System Federation* (N. Y., N. H. & H. R.R.). Boston, Mass. and New Haven, Ct., alternately; on call; Robert Henderson, S. T., 274 Metropolitan Av., Roslindale.

III. CENTRAL LABOR UNIONS AND LOCAL COUNCILS.

The following list includes those local delegate organizations, such as central labor unions and local councils, which are purely representative bodies composed of delegates from their respective affiliated local unions.

In every case where the information could be obtained the following facts are given for each organization: Name of organization, place and time of meeting, business office (where different from place of meeting) and telephone number, name and address of secretary or other officer acting as correspondent, and the name and address of the business agent, if any. Where no address is given for an officer named he may be addressed at the business office or place of meeting.

Athol.

Central Labor Union. C. L. U. Hall, 59 Exchange St.; 1st and 3d Tues.; C. E. King, R. S., Lake St.

BOSTON.

(For abbreviations under Boston, see note at foot of page 17.)

Allied Printing Trades Council. 606 Old South Bldg.; Tel. Fort Hill 1509; 1st Mon.; Daniel J. Sullivan, Pres.; Daniel J. McDonald, S.

Bakers Unions, Joint Executive Board of. 987 Washington St.; Tel. Ox. 6408 M; Thurs.; Ernest Lenz, R. S., 74 Day St., Rox.; James J. Jacobs, B. A.

Blacksmiths District Council No. 33 (Boston and Vicinity). 45 Eliot St.; Edward J. Ryan, S. T.; George M. Guntner, B. A.

Brewery Workers Joint Local Executive Board. 1117 Columbus Av., Rox.; Tel. Rox. 1078; 1st and 3d Wed.; Michael Attridge, R. S.,

Bricklayers, Masons, and Plasterers, Joint Executive Committee of (Boston and Vicinity). 386 Harrison Av.; Fri.; John Daley, S., 24 VanWinkle St., Dor.

Building Trades Council. 386 Harrison Av.; Tel. Ox. 5409 and 5504; 2d and 4th Fri.; Ignatius McNulty, Pres. and B. A.; Arthur M. Huddell, S. T.

Carpenters District Council of Boston and Vicinity. 30 Hanover St.; Tel. Hay. 1365; 1st and 3d Thurs.; Joseph F. Twomey, R. S.; A. J. Howlett, B. A.

Central Labor Union. 987 Washington St.; 1st and 3d Sun.; John J. Barry, Pres., 127 Pleasant St.; Henry Abrahams, S., 11 Appleton St.; Tel. Trem. 612; G. Walter Mullen, Asst. S., 987 Washington St.

City Employees Unions, Joint Council of. Vernon Hall, 1208 Tremont St., Rox.; 3d Wed.; James E. Phelan, Pres., 558 Hyde Park Av., Ros.; Fred J. Steele, S. and B. A., 19 Waitt St., Rox.

Cloak, Skirt, and Waist Makers, Joint Board of. 230 Tremont St.; Tel. Ox. 1920; Thurs.; Harry Sheimes, R. S., 49 Taunton St., Revere; A. Rosenberg, B. A.

Clothing Workers District Council No. 9, Amalgamated. 724 Washington St.; Tel. Ox. 454; 1st and 3d Wed.; Ralph Decunto, S.; Samuel Zorn, B. Mgr.

BOSTON — Con.

Clothing Workers of America, Amalgamated: Joint Executive Board. 724 Washington St.; Tel. Ox. 454; Sat.; Samuel Zorn, B. Mgr.; Joseph Levine, F. S. T., 12 Boylston St., Malden; Paul Urbsho, B. A., and Nicholas Trocchio, B. A.

Freight Handlers, Joint Council of Railroad. 987 Washington St.; 2d Tues.; Alexander Ryan, S., 17 Crawford St., Malden.

Hotel and Restaurant Employees International Alliance and Bartenders International League: Joint Executive Board. 63 Shawmut Av.; Tel. Ox. 6057 J; 2d and 4th Fri.; John J. Kearney, F. S. T.

Longshoremen's District Council. Stetson Hall, Hanover and Blackstone Sts.; 1st Sun.; George W. Brady, S. T., 24 Harris St.

Metal Trades Council of Boston and Vicinity. 694 Washington St.; 2d and 4th Fri.; J. D. M. Zwicker, S., 85 Chandler St.

Metal Trades Department: Charlestown Council (Navy Yard). 66 Main St., Chsn.; 2d and 4th Wed.; Walter H. Brown, S., 1079 Boylston St.

Painters, Decorators and Paperhangers District Council No. 41 of Boston. 12 Kneeland St.; Thurs.; Tel. Ox. 1173; John F. Welch, S. and B. A., and J. A. Boudrot, B. A.

Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers: District Council of Boston and Vicinity. 987 Washington St.; 1st Sat.; Joseph P. Curry, S. T., 447 Summer St., W. Lynn.

Teamsters, Joint Council of. Business office, 31 Thacher St.; Tel. Rich. 1951 M; meets at 995 Washington St.; 2d and 4th Wed.; William P. Greaney, S., 31 Thacher St.

Union Label Section: Boston Central Labor Union. 987 Washington St.; 1st and 3d Fri.; J. T. Beasley, Pres., 157 Pleasant St., Dor.; Austin P. Kaveney, R. S.

Upholsterers District Council: 53 Hanover St.; Tel. Hay. 2397 M; 2d and 4th Mon.; Edwin E. Graves, S. and B. A.

Women's Trade Union League of Boston. 919 Washington St.; Tel. Ox. 5251; 2d Wed.; Miss Mabel Gillespie, Exec. S.

BROCKTON.

Allied Printing Trades Council. Business office, 16 Joslyns Ct.; meeting place, where appointed; 3d Thurs.; W. W. Adams, S. T.

Central Labor Unions and Local Councils.

BROCKTON — Con.

Building Trades Council. 126 Main St., Room 26; Fri.; Tel. 3460; Walter Pratt, Pres., 461 No. Quincy St.; Frank G. Kittredge, B. A., 312 No. Main St.

Central Labor Union. Eagle Hall, Centre St.; 2d and 4th Wed.; J. McGovern, Pres., 22 Glenwood St.; George E. Minzey, F. S., 12 Harvard St.

Joint Shoe Council No. 1 (B. & S. W.). 57 Centre St.; 1st and 3d Wed.; Business office, 52 Centre St.; Tel. 79 or 2818; Patrick O. Byrne, Pres., 24 Farrington St.; Michael J. Cohan, S. and B. A., 52 Centre St.

Teamsters, Joint Council of (Brockton and vicinity). Teamsters Hall, 140 Court St.; 4th Tues.; Business office, 138 Court St.; Tel. 3396 W; Charles Cooper, R. S., 14 Cypher St., Joseph McGovern, B. A.

Union Label Section, Brockton Central Labor Union. 43 Main St.; Tel. 3031 W.; Harry A. Tyler, Pres.; Ralph Main, F. S., R. F. D., E. Bridgewater.

CAMBRIDGE.

Central Labor Union. 631 Massachusetts Av.; 1st and 3d Thurs.; business office, 235 Upland Rd., N. Camb.; Tel. 598; Michael D. Collins, R. S., 235 Upland Rd., N. Camb.; Robert E. Martin, B. A., 231 Norfolk St.

CHELSEA.

Central Labor Union. 220 Broadway; Tel. 454-4; 2d and 4th Thurs.; Joseph Z. Greenman, S., 6 Ellsworth St.

CHICOPEE.

Central Labor Union. Hibernian Hall, 112 Exchange St.; 3d Sun.; Francis W. Farrell, Pres., 54 Front St.; M. A. Morrissey, S., 39 School St.

FALL RIVER.

Carpenters District Council. 16 Hartwell St.; Fri.; J. H. Richards, S., 32 Norwood St.

Central Labor Union. Spinners Hall, Second St.; 1st and 3d Thurs.; John H. Carroll, Pres., 58 Park St.; John W. Lambert, S., 64 Tecumseh St.

Textile Council. Weavers Bldg., Second St.; 3d Wed.; Business office, 370 Bedford St.; Tel. 1580; James Tansey, Pres., Box 353; Thomas Taylor, S. and B. A.

FITCHBURG.

Central Labor Union (Fitchburg and Leominster). F. A. C. Bldg., Wallace Av.; 1st and 3d Wed.; J. H. Roche, R. S., 3 Portland St.

Framingham.

Central Labor Union. C. L. U. Hall; 1st and 3d Wed.; Business office, Howard St.; Tel. 429 J; D. E. McKennon, Pres.; S. M. Secord, S., Irving Sq.

GLOUCESTER.

Central Labor Union. Teamsters Hall; 2d and 4th Mon.; Business office, 14 Short St.; J. Lewis Urquhart, R. S. and B. A., 14 Short St.

HAVERHILL.

Central Labor Union. 2 Gilman Pl.; Tel. 1433; 2d and 4th Mon.; Fred M. Knight, Pres.; John Macdougall, S.

Joint Shoe Council No. 2 (B. & S. W.). 2 Gilman Pl.; Tel. 2399; Fri.; Fred M. Knight, Pres.; Warren F. Goldthwaite, S. T.

Shoe Workers Protective Union (Central Council). 163 Merrimack St.; Tel. 2315; S. J. Pothier, S.

HOLYOKE.

Building Trades Council. Carpenters Hall, 437 High St.; Fri.; F. R. Elting, Pres., 2 Riverview St.; John Cronin, R. S. and Special Deputy.

Carpenters District Council of Holyoke, Westfield, and Vicinity. 437 High St.; Tel. 705; 2d and 4th Wed.; Charles Aspden, R. S., 1301 Dwight St.; John Cronin, B. A.

Central Labor Union. Carpenters Hall, 437 High St.; 2d and 4th Sun.; Business office, 189 High St.; Tel. 434, or 3163 W; Urban Fleming, Pres., 188 Lyman St.; John P. Bleasius, C. S., 34 Hitchcock St., Elmwood.

LAWRENCE.

Allied Printing Trades Council. Essex House; 2d Fri. of Jan., Apr., July, and Oct.; Business office, 68 Newbury St.; Tel. 3488 M; Thomas Hay, S. T., 68 Newbury St.

Building Trades Council. 184 Broadway; Tel. 2713; 2d and 4th Wed.; G. W. Ramsden, S., 2 Willow St.

Carpenters District Council. 202 Broadway; 2d and 4th Thurs.; Joseph Labelle, R. S., 16 Broadway Av.; Luke LaPlante, B. A., 113 Margin St.

Central Labor Union. 184 Broadway; Tel. 2970; 2d Wed. and 4th Sun.; John Dolan, Pres., 32 Knox St.; Rudolph E. Bernard, S., 391 Lowell St.

Textile Council. Spinners Hall, 184 Broadway; 1st and 3d Tues.; Milton Lane, Pres., 11 Bodwell St.; Rudolph E. Bernard, S., 391 Lowell St.

LOWELL.

Allied Printing Trades Council. Carpenters Hall, Runel's Bldg., Merrimack Sq.; 2d Fri.; John V. Donoghue, S. T., 4 Hazeltine St.

Central Labor Unions and Local Councils.

LOWELL — Con.

Carpenters District Council. Carpenters Hall, Runel's Bldg., Merrimack Sq.; 2d and 4th Thurs.; William H. Hanley, C. S.; Michael A. Lee, B. A., 74 Fourth St.

Textile Council. Labor Hall, 32 Middle St.; 2d and 4th Sun.; Bernard James, S., 32 Middle St.

Trades and Labor Council. Labor Hall, 32 Middle St.; 1st and 3d Thurs.; Tel. 1715; Frank Warnock, Pres., 13 Wamesit St.; Charles E. Anderson, S., 7 Bowden St.; Tel. 4191 W.

LYNN.

Building Trades Department of Lynn. 35 Munroe St.; Tel. 2175; 1st and 3d Fri.; James Houlihan, R. S., 82 Washington St.; Neil MacDonald, B. A.

Carpenters District Council. 62 Munroe St.; 1st and 3d Tues.; Tel. 2175; Leonard G. Newman, R. S., 55 Prospect St.; A. W. Clark, B. A.

Central Labor Union. 35 Munroe St.; 2d and 4th Sun.; William A. Nealey, Pres.; A. C. Staples, R. S., 71 Harvest St., E. Lynn.

General Organizing Council of Lynn and Vicinity. Carpenters Hall, 62 Munroe St.; Wed.; J. T. Perry, S., 15 E. Highland St., E. Lynn.

Joint Shoe Council No. 1 (U. S. W.). 10 Central Sq.; Tel. 3796; Fri.; William O. Attwill, Pres.; Charles O. Whidden, F. S.

Joint Shoe Council No. 4 (B. & S. W.). 61 Exchange St.; Tel. 251; 2d Tues.; James F. Lovett, Pres., 110 Lafayette Park; John D. Dullea, S. and B. A., Box 532.

MALDEN.

Central Labor Union. 56 Pleasant St.; 2d and 4th Fri.; John J. Lucey, R. S., 238 Charles St.

MARLBOROUGH.

Central Labor Union. Burkes Bldg.; 3d Wed.; William Hamlin, Pres., Longley St.; James Cavanaugh, R. S., 131 Chestnut St.

Maynard.

Textile Council. Cannons Hall, Main St.; 1st Sun.; Thomas Breck, Pres., Main St.; Emmett J. Thane, S. T., 2 Garfield St.

Middleborough.

Central Labor Union. Robinson's Hall; 2d Wed.; James Orr, Pres., 4 Warren Av.; Louis D. Churbuck, S., 2 High St.

Milford.

Central Labor Union. Lincoln Sq. Bldg.; 2d and 4th Wed.; G. J. Stockenberg, Pres., 76 West St.; Joseph Jiskra, S., Box 162.

Montague.

Central Labor Union (Millers Falls). Redmen's Hall; Frank Russell, Pres., Millers Falls; Daniel A. Bane, R. and C. S., Millers Falls.

Natick.

Central Labor Union. Winch Blk., Main St.; Fri.; J. J. Barron, Pres., Summer St.; E. H. Pratt, S., 6 Harvard St.

NEW BEDFORD.

Building Trades Council. Theatre Bldg., Union St.; Fri.; George Sanderson, Pres., 1181 Pleasant St.; Robert W. Carr, R. S., 113 Grape St.

Carpenters District Council. 384 Acushnet Av.; Tel. Aut. 1625, Bell. 22990; Thurs.; D. A. Houle, S., 150 Tallman St., William Nelson, B. A.

Central Labor Union. Labor Temple, 138 Pleasant St.; 2d and 4th Fri.; Arthur N. Harriman, Pres., 169 Rockland St., Henry S. Davis, S., 135 Thompson St.

Textile Council. 62½ Purchase St.; 2d Mon.; Walter Ellinson, R. S. and B. A., 158 Bonney St.

NORTH ADAMS.

Central Labor Union. Dowlin Blk., Main St.; 2d and 4th Thurs.; Business office, 15 Highland Av., Tel. 235 W.; E. R. Stein, S., 15 Highland Av.

Joint Shoe Council No. 21. Dowlin Blk., Main St.; 1st Thurs.; Business office, 67 River St.; J. J. Duggan, Pres., 65 Chase Av.; Charles J. Hager, S. T., 67 River St.

NORTHAMPTON.

Central Labor Union. Board of Trade Rooms, 59 Main St.; 2d and 4th Wed.; B. J. Healy, R. S., 27 Dana St.

Norwood.

Central Labor Union (Norfolk County). A. O. U. W. Hall, Norwood; 2d Mon.; George N. Brooks, Pres., 459 Washington St.; Albert A. Fickett, R. S., 200 Vernon St.

PITTSFIELD.

Allied Printing Trades Council. 124 North St.; 1st Mon.; John C. Nash, S. and B. A., Box 34, Farnams, Mass.

Building Trades Council. 63 Eagle St.; Tel. 1378 W; 1st and 3d Mon.; Frank H. Livermore, R. S.

Central Labor Union. Carpenters Hall, Eagle St.; 2d and 4th Mon.; J. C. Poole, Pres., Onota St.; Thomas Gavin, R. S., 128 Onota St.

Plymouth.

Central Labor Union. Leon D. Badger, S., 2 Lewis St.

Central Labor Unions and Local Councils.

QUINCY.

Building Trades Council. Johnson Bldg.; Fri.; Business office, 295 Washington St.; Tel. 1772 M.; Thomas Fallon, R. S., 28 Glendale Rd.; Fred H. Lord, B. A.

Carpenters District Council. Poland Hall, Norfolk Downs; 1st and 3d Tues.; Charles Kolstad, S., 9 Moscow St., Atlantic.

Central Labor Union. Wilson Hall, 1453 Hancock St.; 2d and 4th Wed.; Joseph T. Kennedy, R. S., 1 Payne St.

Rockland.

Central Labor Union. B. & S. W. Hall, Union St.; 1st and 3d Mon.; Cornelius T. Crowley, Pres., 83 Centre Av.; Patrick Caplice, R. S., 109 Reed St.

SALEM.

Building Trades Council, North Shore. 71 Washington St.; Tel. 1064 W; Fri.; J. Mason, R. S.; Daniel Guthrie, B. A., 1 Hersey St.

Central Labor Union (Salem, Beverly and Danvers). 71 Washington St.; 1st Sun. and 3d Mon.; George A. Sanborn, Pres., 11 Church St.; John C. Whiting, R. S., 36 Japonica St.

SOMERVILLE.

Central Labor Union. Hill Bldg., Union Sq.; Business office, 31 Chandler St.; Tel. 1038; 1st and 3d Fri.; Charles W. Erb, Pres., 32 Quincy St.; Andrew H. Crispin, R. S., 31 Chandler St.

Southbridge.

Central Labor Union. Louis N. Langevin, Pres., Marcy St. Extension.

SPRINGFIELD.

Allied Printing Trades Council. 19 Sanford St.; 3d Sun.; Walter Page, Pres.; Howard G. Mendon, S. T., 190 Bowdoin St.

Building Trades Section: Building Trades Department, A. F. of L. 19 Sanford St.; Tel. 1435; 1st and 3d Tues.; M. Joseph Scanlan, S. T., 14 Lyndale St.

SPRINGFIELD — Con.

Carpenters District Council of Springfield and Vicinity. 19 Sanford St.; Tel. 1435; Mon.; Ernest Ben nett, S.; Thomas McCarroll, B. A., 845 Worthington St.

Central Labor Union. 19 Sanford St.; Tel. 1435; 1st Sun.; George H. Wrenn, Pres., 421 Maple St.; Henry C. Neibuhr, F. S., 35 Pearl Pl

Union Label Council. 19 Sanford St.; Tel. 1435; 1st and 3d Tues.; William J. Murphy, Pres.; Charles E. Sands, R. S., 11 Loring St.

TAUNTON.

Central Labor Union. C. L. U. Hall, 19 Broadway; 1st and 3d Tues.; J. F. Fitzgerald, Pres., 9 Ingell Av.; Arthur J. Sample, S., 22 Berkley St.

Carpenters District Council. Jones Blk., Broadway; Mon.; Archibald Stewart, F. S., School St.

Westfield.

Building Trades Council (Branch of Holyoke Building Trades Council). C. L. U. Hall, 112 Elm St.; 1st and 3d Thurs.; Charles Wright, R. S., Box 256; Frank McKay, B. A.

Central Labor Union. C. L. U. Hall, 112 Elm St.; 4th Thurs.; Herbert Chambers, Pres., 40 Franklin St.; Michael J. Ferriter, C. and R. S., 42 Holland Av.

Whitman.

Joint Shoe Council No. 11. Jenkins Blk., 591 Washington St.; 1st and 3d Wed.; Charles E. Lowell, S. T., Box 834, Sta. A; Arthur T. Hatch, B. A., Box 114.

WORCESTER.

Allied Printing Trades Council. 566 Main St.; 3d Sun.; W. P. Cantwell, S., 1 Ives St.

Building Trades Council. 20 Madison St.; Tel. Park 6821; 2d and 4th Wed.; Bernard A. Sundin, Pres.; Michael F. Garrett, S. and B. A.

Carpenters District Council. 20 Madison St.; Tel. Park 6821; Mon.; J. Oscar Forsberg, R. S., 27 Bates Av.; Bernard A. Sundin, B. A.

Central Labor Union. 20 Madison St.; Tel. Park 6821; 1st and 3d Wed.; Oliver Jonah, Pres., Box 485; James E. Heffron, R. and F. S., Box 485.

IV. LOCAL TRADE UNIONS.

In the following presentation appear the names of the local trade unions arranged alphabetically by cities and towns. Most of the local unions are affiliated with national federations, but a few are entirely independent of any other labor organization. The names of the central labor unions and councils are given in Division III of the directory immediately preceding this division. In every case where the information could be obtained the following facts are given for each union: Name of union, place of meeting, time of meeting, name and address of secretary, name and address of business agent, or, lacking these addresses, the name and address of some other officer authorized to conduct correspondence for the local. Where a special address is not given for a business agent or secretary, he may be addressed at the place of meeting.

Abington.

Boot and Shoe Workers No. 371 (Mixed). Cleverly Hall, 402 North Av., N. Abington; 1st and 3d Thurs.; William P. Mackey, S. T. and B. A., Box 205, N. Abington.

Adams.

Barbers No. 250. 11 Park St.; last Thurs.; William J. Lacy, C. and F. S., and B. A.

Bartenders No. 291. Greylock Blk.; 1st Sun.; James Kiley, S., Greylock House.

Beamers and Tapers No. 576. Caledonian Hall, Columbia St.; last Tues.; Richard E. Adam, R. S., 6 Upton St.

Carpenters No. 395. Carpenters Hall, Center St.; Tues.; Philip J. O'Hagerty, R. S., 37 Melrose St.

Loomfixers No. 182. Foresters Hall, Center St.; 1st and 3d Fri.; W. B. Miner, Pres., 63 Center St.

Mule Spinners (Cotton). Collins Blk., Center St.; 2d Tues.; Henry Reid, S., 16 Richmond St.

Weavers No. 4 (Polish). Polish Weavers Hall, E. Hoosac St.; Tues.; Charles S. Krol, R. S., 15 Hilbert St.

Weavers No. 573 (Renfrew Mills). Caledonian Hall, Columbia St.; 2d Thurs.; William Golden, S., 6 Fredericks Lane.

Amesbury.

Hat Finishers Association No. 3, U. S. Wool. K. of C. Hall, Friend St.; 1st Wed.; John J. Flanagan, R. S., 96 Aubin St.

Metal Polishers, Buffers and Platers No. 47. A.O.U.W. Hall, Water St.; 1st Fri.; Thomas J. Lally, R. S., 31 High St.

Retail Clerks Association. Y. M. C. A. Bldg.; on call; Roy Lane, F. S., 10 Highland St.

Amherst.

Carpenters No. 1503. K. of C. Hall, Main St.; 2d and 4th Fri.; George A. Parents, R. S., Box 485; M. E. Garvey, B. A., 23 Market St., Northampton.

Andover.

Carpenters No. 1298. Summer St.; 1st Wed.; Roscoe K. Cole, R. S., 115 Elm St.

Flax Dressers No. 854. Peter O'Hare, Pres., 2 Brechlin Ter.

Arlington.

Carpenters No. 831. Crescent Hall, Arlington Heights; 1st and 3d Thurs.; W. C. Balsor, R. S., 205 Forest St., Arlington Heights; John G. Cogill, B. A., 27 Glen Ct., Malden.

Town Employees No. 837. Hibernian Hall, Chestnut St.; 2d and last Fri.; John J. Donohue, S., 114 Warren St.

Ashburnham.

Machinists No. 20. Fairbanks Hall, Main St.; 2d and 4th Thurs.; Leo L. Fortier, F. S., Ashburnham, Mass.

Athol.

Barbers No. 623. 28 Exchange St.; last Tues.; John L. Moushure, S., 252 South St.

Bartenders No. 87. Moose Hall, 487 Main St.; 1st Sun.; Charles Bates, S., Main St.

Bricklayers, Masons, and Plasterers No. 56. Cooks Blk., 487 Main St.; 1st Thurs.; Arthur Tylor, C. S., Vine St.

Carpenters No. 1059. Moose Hall, 487 Main St.; 2d and 4th Wed.; A. L. Twichell, R. S., 150 Prospect St.; Albert Lafreniere, B. A., 59 Tisdale St., Leominster.

Machinists: Athol Lodge No. 750. Moose Hall, 487 Main St.; 1st and 3d Fri.; R. H. Goodwin, R. S., 60 Silver Lake St.

Metal Polishers, Buffers, and Platers No. 113. Moose Hall, 487 Main St.; last Mon.; John B. Hill, R. S., 202 South St.; John Cantwell, F. S., 88 Highland Av.

Musicians Protective No. 287. Musicians Hall; 1st Sun.; Frank E. Weaver, S. T., 407 Pequig Av.

Painters No. 772. Moose Hall, 487 Main St.; 1st and 3d Wed.; L. J. Brimmer, R. and F. S., 84 Summer St.

Retail Clerks No. 655. Hayden's Restaurant; on call; Louis E. Fiset, S. and B. A., 216 Prospect St.

Typographical No. 687. (See Greenfield.)

Attleborough.

Bricklayers, Masons, and Plasterers No. 26. Labor Temple, Bank St.; 2d and 4th Wed.; Charles H. Stafford, C. S., 276 Oak Hill Av., R. F. D. No. 4.

Carpenters No. 1464. Smith and Dexter Hall, Bank St.; Tues.; John Turner, S., Box 100; R. D. Baker, Pres., 68 Lindsey St.

Local Trade Unions.

Attleborough — Con.

Painters, Decorators, and Paperhangers No. 451.
Labor Temple, Bank St.; Fri.; C. E. Whittaker,
F. S., Park St., R. F. D. No. 1.
Plumbers and Steamfitters No. 239. Labor Temple,
Bank St., 1st, 2d and 3d Mon.; Michael Tracy, S.
Street and Electric Railway Employees No. 22. (See
WORCESTER.)

Auburn.

Brussels Workers (Ettrick Mills). Socialist Hall, 274
Main St., Worcester; last Fri.; Charles Stange,
Pres., Auburn, Mass.

Ayer.

Railroad Workers: Ayer Lodge No. 134. G. A. R.
Hall, Washington St.; 4th Fri.; Walter B.
Robbins, S., Ayer, Mass.

Barre.

Wool Sorters No. 4 (South Barre). Barre Plains; 1st
Fri.; J. W. Simms, R. S., Box 93, S. Barre.

BEVERLY.

Bricklayers, Masons, and Plasterers No. 40. Lasters
Hall, Cabot St.; 1st and 3d Tues.; George H.
Hurd, C. S. and B. A., 12 Giddings Av.

Carpenters No. 873. Atlantic Hall, 141 Cabot St.;
Fri.; A. W. Dodge, F. S., Box 248.

Electrical Workers No. 259. Webber Blk., Cabot St.;
2d and 4th Wed.; R. E. Hall, F. S., 76 Chase
St.

Last Makers No. 14604. Burnham Bldg., Cabot St.;
Mon.; during June, July, Aug., and Sept., 1st
and 3d Mon.; Alexander McNeill, R. S., 1
Daniel St., Salem.

Lasters No. 12 (U. S. W.). Lasters Hall, Cabot St.;
Thurs.; Patrick J. Buckley, B. A., 145 Essex
St., Salem.

Painters, Decorators, and Paperhangers No. 833.
Burnham Hall, Cabot St.; Thurs.; John F.
Preston, R. S., 9 Swan St.

Plumbers No. 138. (See SALEM.)

Shoe Workers Protective Union No. 6 (Turn Workmen).
129 Cabot St.; Fri.; S. J. Pothier, S. T., 163
Merrimaek St., Haverhill; Walter E. Rice,
B. A., 163 Merrimaek St., Haverhill.

Stockfitters No. 29 (U. S. W.). (See SALEM.)

BOSTON.¹

Ambulance Drivers. (See *Teamsters No. 58.*)

Art Glass Workers. (See *Glass Workers No. 28.*)

Artificial Stone and Asphalt Workers. (See *Cement
Workers No. 20.*)

Asbestos Workers No. 6. (See *Insulators and Asbestos
Workers.*)

Bakers No. 7. 987 Washington St.; 2d and 4th Sat.;
James J. Jacobs, F. S. and B. A., 35 Dover St.
Bakers No. 45 (Hebrew). 93 Staniford St.; Fri.;
Bernard Reisman, F. S., 81 Savin St., Rox.

Bakers No. 124 (Roxbury). Arbeiter Hall, 24 Amory
Av., Rox.; 1st and 3d Sat.; Ernest Lenz, S. and
B. A., 74 Day St., Rox.

Bakers No. 225 (Italian). 13 Hull St.; Sun.; Gio-
vanni D'Arnici, S.

Bakers No. 409 (Ice Cream Cone Workers). (See
MALDEN.)

Bakers Independent Union (Inc.). 61 Fourth St.,
Chelsea; 1st Fri. and Fri. nearest 15th; Morris
Potter, S., 61 Fourth St., Chelsea.

Barbers No. 182. Barbers Hall, 1125 Washington
St.; 1st and 3d Tues.; Joseph J. Dwyer, F. S.
and B. A.

Barbers No. 666 (Italian). 193 Hanover St.; 1st
Thurs.; Antonio Ruggiero, C. and F. S., 43
Portland St.

Bartenders No. 77. 386 Harrison Av.; 2d and 4th
Sun., October to May; 2d Sun., June to Sep-
tember; John W. Conly, S. T., 183 Court St.;
Richard W. Garrity, B. A. and Alexander C.
McDonald, B. A., 183 Court St.

Bath Department Employees No. 310. Blatchford
Hall, 987 Washington St.; 2d Sun.; Richard P.
Morrissey, R. S., 1275 Massachusetts Av., Dor.;
Henry W. Walter, Treas., 4 Noble Ct.

Ben Franklin Assembly No. 5463 (Sanitary and
Street Cleaning Department Employees). Dea-
con Hall, 1651 Washington St.; 2d and 4th Sun.;
Bernard C. Harkins, R. S., 379 Shawmut Av.;
Thomas H. Canning, M. W., 228 Tremont St.

Bill Posters and Billers No. 17. Union Hall, 119
Pleasant St.; 3d Sun.; Richard M. Armstrong,
C. S. and B. A., 61 Shawmut St., Revere.

Bindery Women's Union No. 56. (See *Bookbinders
No. 56.*)

Blacksmiths: Essex Lodge No. 499 (B. & M. R. R.).
Cor. Blackstone and Hanover Sts.; 4th Fri.;
Joseph M. Souter, R. S., 39 Mystic Av., Melrose.

*Blacksmiths and Helpers and Iron and Steel Workers
No. 10.* 987 Washington St.; 3d Sun.; James
McNally, R. S., 106 Waverly St., Everett.

Blacksmiths No. 105. 995 Washington St.; 2d Tues.
and 4th Sun.; John J. Gillis, F. S., 373 Frankfort
St., E. B.

Boiler Makers No. 431. 724 Washington St.; 2d
Thurs.; Thomas R. Keenan, S., 80 W. Fifth St.,
S. B.

¹ Abbreviations for Sections of Boston: Alls. for Allston; Br., Brighton; Chsn., Charlestown; Dor., Dor-
chester; E. B., East Boston; H. P., Hyde Park; J. P., Jamaica Plain; Mat., Mattapan; Nep., Neponset;
Ros., Roslindale; Rox., Roxbury; S. B., South Boston; W. Rox., West Roxbury.

Local Trade Unions.

BOSTON — Con.

- Boiler Makers: University City Lodge No. 515* (B. & M. R.R.). Engineers Hall, 164 Canal St.; 1st and 3d Fri.; Joseph Irwin, C. and F. S., 36 Glendale St., Everett; William Wells, B. A., 108 Westford St., Lowell.
- Boiler Makers No. 574* (Ship Fitters). Leo O. Donohue, S., 25 Cook St., Chsn.
- Boiler Makers No. 585*. Homestead Hall, 724 Washington St.; 1st Thurs. and 3d Sun.; Daniel B. McInnes, S., 288 Marginal St., E. B.; Daniel N. Generson, B. A., 17 Bullard St., Dor.
- Bookbinders No. 16*. Paine Memorial Hall, 9 Appleton St.; 1st Tues.; Daniel J. Chute, S. T., 26 Sewall St., Dor.
- Bookbinders No. 56* (Women). 606 Old South Bldg.; 3d Wed.; Miss Anna O'Garra, R. S., 574 Broadway, Som.
- Boot and Shoe Workers No. 229* (Mixed) (B. & S. W.). Pilgrim Hall, 694 Washington St.; 2d and 4th Thurs.; Frank E. Cook, S. T. and B. A., 514 Tremont St.
- Boot and Shoe Workers No. 380*. (See *Shoe Repairers*.)
- Bottlers and Drivers No. 122*. Kossuth Hall, 1095 Tremont St., Rox.; 2d Sun. and 4th Fri.; Michael J. Hines, S. and B. A., 1117 Columbus Av., Rox.
- Brass Molders and Brass Coremakers No. 468*. (See *Molders No. 468*.)
- Brewery Workmen No. 14* (German). Arbeiter Hall, 24 Amory Av., Rox.; 1st and 3d Sun.; Konrad Young, S. and B. A., 1117 Columbus Av., Rox.
- Brewery Workmen No. 29* (English). Vernon Hall, 1208 Tremont St., Rox.; 2d and 4th Sun.; William E. Ward, R. S., 1117 Columbus Av., Rox.
- Brewery Workmen No. 122*. (See *Bottlers and Drivers*.)
- Bricklayers Benevolent and Protective No. 3*. 386 Harrison Av.; Thurs.; Robert Kiley, C. S., 10 Holmes Av., Dor.; Lawrence J. Cannon, B. A., 19 Wakullah St., Rox.
- Bricklayers No. 27* (Roxbury). Boston Hall, 1096 Tremont St., Rox.; 2d and 4th Tues.; Joseph Gleason, C. S., 972 Harrison Av.
- Bridge and Structural Iron Workers No. 7*. (See *Housesmiths and Bridgemen*.)
- Bridge and Structural Iron Workers No. 154*. (See *Iron Workers*.)
- Bridge Tenders No. 12333*. 987 Washington St.; 4th Thurs.; Francis F. Morse, S. T., 16 Mystic St., Chsn.
- Building Laborers*. (See *Hod Carriers and Building Laborers*.)
- Cabinet Makers and Mill Men No. 1824*. (See *Carpenters No. 1824*.)
- Cable Splicers No. 396*. (See *Electrical Workers No. 396*.)
- Cap Cutters and Blockers No. 38*. (See *Cloth Hat and Cap Makers No. 38*.)
- Car Upholsterers No. 118*. (See *Upholsterers No. 118, Car*.)
- Car Workers*. (See *Railroad Workers*.)
- Car and Locomotive Painters*. (See *Painters No. 338*.)
- Card Machine Operators No. 514*. Percy Milner, Gen. S., 54 Woodland St., Worcester.

BOSTON — Con.

- Carpenters No. 33*. Dexter Hall, 987 Washington St.; Mon.; C. J. Gallagher, 61 Maywood St., Rox.; John T. White, B. A., 30 Hanover St.
- Carpenters No. 67* (Roxbury). Hibernian Bldg., 184 Dudley St., Rox.; Wed.; N. A. McDonald, R. S., 7 Timothy Av., Everett; John M. Devine, B. A.
- Carpenters No. 102* (Bridge) (Hyde Park). Unity Hall, 724 Washington St.; 2d and 4th Wed.; Frank Bebee, R. S., 103 Broadway, S. B.; William E. Pearson, Pres., 8 Stafford St., E. Dedham.
- Carpenters No. 218* (East Boston). Upper Hall, 18 Central Sq., E. B.; Tues.; William N. Thornton, R. S., 429 Chelsea St., E. B.; C. H. Morrison, B. A., 16 Pope St., E. B.
- Carpenters No. 386* (Dorchester). Robinson Hall, Fields Cor., Dor.; Tues.; Embert W. LeLacheur, S., 116 Park St., Dor.; James E. Eaton, B. A., 274 Beach St., Wollaston.
- Carpenters No. 394* (Cigar Box Makers). Vernon Hall, 1208 Tremont St., Rox.; 2d and 4th Mon.; Bernard J. Norton, R. S., 41 Ruggles St., Rox.
- Carpenters No. 802* (Hyde Park). Lyric Hall, Everett Sq., H. P.; Wed.; James McNaught, R. S., 106 Pierce St., H. P.
- Carpenters No. 889* (Brighton). Woods Hall, Market St., Br.; Fri.; Peter Halloran, R. S., 11 Chestnut Hill Av., Br.
- Carpenters No. 938* (West Roxbury). Fairview Hall, 41 Poplar St., Ros.; Fri.; John J. Smith, R. S., *pro tem.*, 79 Florence St., Ros.
- Carpenters No. 954* (Hebrew). 93 Staniford St.; Mon.; A. Gergul, R. S., 36 Staniford St.; L. Glazer, B. A., 207 Chestnut St., Chelsea.
- Carpenters No. 959* (Mattapan). Associates Hall, Mattapan Sq.; Mon.; Louis W. Kent, R. S., 74 Hollingsworth St., Mat.
- Carpenters No. 1096* (Floorlayers). Blatchford Hall, 987 Washington St.; Tues.; B. R. Bradshaw, R. S., 2992 Washington St., Rox.; John McNeil, B. A., 1 Hopkins Pl., Mat.
- Carpenters No. 1393* (Wharf and Bridge). Carpenters Hall, 30 Hanover St.; Mon.; John Morgan, R. S. and B. A.
- Carpenters No. 1410* (Shop and Millmen). 30 Hanover St.; Mon.; L. G. Brown, R. S.; Simpson Booth, B. A.
- Carpenters No. 1543* (Car builders, N. Y., N. H. & H. R.R., Hyde Park). Upholsterers Hall, 53 Hanover St.; 1st Wed.; Arthur W. Walker, S., 170 Pleasant St., Norwood.
- Carpenters No. 1573* (Stair Builders). 30 Hanover St.; 2d and 4th Wed.; George E. Haskins, R. S., 89 Willett St., Wollaston.
- Carpenters No. 1671* (Ship, E. Boston). 19 Border St., E. B.; Mon.; J. J. White, R. S., 145 London St., E. B.
- Carpenters No. 1772* (Building and Bridge). (See *TAUNTON*.)
- Carpenters No. 1824* (Cabinet Makers and Millmen). 30 Hanover St.; Tues.; John H. Nayler, R. S., 51 Brook Av., Rox.; Evald Thulin, B. A.

Local Trade Unions.

BOSTON — Con.

- Carpenters No. 2501.* Paine Memorial Bldg., 9 Appleton St.; 1st and 3d Mon.; Richard Smith, S., 61 Chandler St.
- Carpenters No. 2502.* Lusitania Hall, 164 Hanover St.; 1st and 3d Mon.; John Stewart, R. S., 95 Beech St., Waverly.
- Carpenters No. 2503.* Ottisfield Hall, Blue Hill Av.; alt. Fri.; John Fletcher, S., 91 Dyer St., Dor.
- Carpet Mechanics No. 109.* (See *Upholsterers No. 109.*)
- Carriage Drivers and Chauffeurs No. 126.* (See *Teamsters No. 126.*)
- Carriage, Wagon, and Automobile Workers No. 9.* Machinists Hall, 987 Washington St.; 2d and 4th Wed.; Roderick Innis, F. S., 49 Grove St., W. Som.
- Cement Workers No. 20* (Artificial Stone and Asphalt). B. T. C. Hall, 386 Harrison Av.; 1st and 3d Fri.; Martin Farrell, R. S., 16 Oscar St.; John Carroll, B. A., 31 Armstrong St., J. P.
- Cemetery Department Employees No. 250.* Vernon Hall, 1208 Tremont St., Rox.; 4th Thurs.; George Duffy, R. S., 94 Mt. Hope St., Ros.
- Chandelier Workers No. 99.* (See *Metal Polishers No. 99.*)
- Chauffeurs and Teamsters No. 394.* (See *Teamsters No. 394.*)
- Cigar Box Makers No. 394.* (See *Carpenters No. 394.*)
- Cigar Factory Tobacco Strippers No. 8156.* 7 Appleton St.; 2d Thurs.; Miss Agnes Gallagher, R. S., 123 Second St., E. Camb.
- Cigar Makers No. 97.* Investigator Hall, 11 Appleton St.; 2d and 4th Fri.; Henry Abrahams, S.
- City Department Chauffeurs No. 60.* (See *Teamsters No. 60.*)
- Clerks.* (See *Retail Clerks.*)
- Cloak and Skirt Makers No. 56.* (See *Garment Workers No. 56, Ladies.*)
- Cloth Hat and Cap Makers No. 7* (Operators). Nami Hall, 724 Washington St.; Sat.; Nathan Cohen, C. S., 34 Lynde St.; J. Linden, B. A., 91 Bedford St.
- Cloth Hat and Cap Makers No. 38* (Cap Cutters and Blockers). 987 Washington St.; alt. Sat.; Hyman Shuman, S. and B. A., 128 Congress Av., Chelsea.
- Clothing Cutters and Trimmers* (Independent). Elks Hall, 26 Hayward Pl.; 2d Tues.; John J. Hayes, Clerk, 42 School St., Revere; Thomas J. Collins, B. A., care of Leopold Morse Co., Adams Sq.
- Coal Handlers.* (See *Longshoremen No. 831.*)
- Coal Hoisting Engineers No. 74.* Engineers Hall, 995 Washington St.; 1st and 3d Fri.; A. J. Tighe, Pres., 336 Meridian St., E. B.; John F. Matthews, R. S.
- Coal Hoisting Supervisors No. 13122* (Boston and Vicinity). 19 Medford St., Chsn.; 1st Wed.; John Sterling, R. S.
- Coal Teamsters and Helpers No. 68.* (See *Teamsters No. 68.*)

BOSTON — Con.

- Coat Makers No. 1.* (See *Garment Workers No. 1, United.*)
- Coat Makers No. 149* (Lithuanian). (See *Garment Workers No. 149.*)
- Cold Storage House Employees No. 14809.* 987 Washington St.; 2d and 4th Sun.; Patrick Scully, S., 28 Goldsmith St., J. P.
- Commercial Telegraphers No. 4.* J. J. McGarty, S. T., care of "Boston American," 82 Summer St.
- Compositors.* (See *Typographical No. 15.*)
- Cooks and Waiters No. 226.* (See *Hotel and Restaurant Employees No. 226.*)
- Coopers No. 27* (Slack Barrel). Dahlgren Hall, Silver and E Sts., S. B.; 2d and last Thurs.; Charles Gaidys, R. and C. S., 1220 C St., S. B.; John M. Pechulis, F. S., 366 W. Broadway, S. B.
- Coopers No. 58* (Tight Barrel). 9 Appleton St.; 3d Mon.; John E. Kelly, R. and C. S., 140 Falcon St., E. B.
- Coopers No. 89* (Brewery). Schiller Hall, 1095 Tremont St., Rox.; 3d Mon.; Edward F. Quinn, C. S., 53 Linwood St.
- Coppersmiths No. 92.* Unity Hall, 724 Washington St.; 1st and 3d Wed.; Louis W. Roth, R. and C. S., 199 Putnam St., E. B.; Frank Bonitz, B. A., 120 Brooks St., E. B.
- Coremakers No. 428.* (See *Molders No. 428.*)
- Coremakers No. 468.* (See *Molders No. 468, Brass.*)
- Creamery Workers No. 14590.* Wells Memorial Hall, 987 Washington St.; 2d and 4th Fri.; Lewis Johnson, F. S., 43 Field St., Rox.; Ernest L. Worcester, Pres., 74 Dover St.
- Custom Tailors No. 25.* (See *Garment Workers No. 25, United.*)
- Cutters, No. 73* (U. S. W.). 52 Meridian St., E. B.; 2d and 4th Tues.; William Jenkins, R. S., 56 Chicatawbut St., Nep.; William H. Watson, B. A.
- Cutters and Trimmers No. 98.* (See *Garment Workers No. 98, United.*)
- Department Store Drivers and Chauffeurs.* (See *Teamsters No. 394.*)
- Door Window Glass Shippers, Floormen and Helpers No. 14818.* Wells Memorial Hall, 987 Washington St.; 1st and 3d Tues.; J. Williamson, S., 72 Library St., Revere.
- Drawmen, Railroad.* Draw No. 1, North Station; 2d Fri.; William C. Keating, S. T., 154 Park St., Chelsea; W. H. Cushing, B. A., 399 Charles St.
- Drug Clerks No. 28.* (See *Retail Clerks No. 28.*)
- Drug Clerks No. 143.* (See *Retail Clerks No. 143.*)
- Dry Goods Clerks No. 796.* (See *Retail Clerks No. 796.*)
- Elastic Garter Workers No. 14808.* Dexter Hall, 987 Washington St.; 2d and 4th Fri.; Miss May Shea, Pres., 67 Tyler St.
- Electrical Workers No. 103* (Insidemen). 987 Washington St.; Wed.; Herbert C. Deans, R. S., 40 Juliette St., Dor.
- Electrical Workers No. 1A.* (See *Telephone Operators No. 1A.*)

Local Trade Unions.

BOSTON — Con.

- Electrical Workers No. 104* (Linemen). Machinists Hall, 987 Washington St.; Wed.; William Warren, R. S., 11 Hobart St., Br.; F. C. Garrick, B. A., 47 Cypress Rd., Br.
- Electrical Workers No. 142* (Telephone Installers). Rathbone Hall, 24 Warren St., Rox.; Fri.; John A. Donoghue, S. and B. A., 24 Warren St.
- Electrical Workers No. 202* (Clerical Employees). 24 Warren St., Rox.; 1st and 3d Mon.; business office, 452 Old South Bldg.; Ernest A. Steward, F. S., 41 Pleasant Park Rd.
- Electrical Workers No. 396* (Cable Splicers). 987 Washington St.; 1st and 3d Wed.; George M. Loux, R. S., 37 Harbor View St., Dor.
- Electrical Workers No. 503* (Fixture Fitters and Hangers). 53 Hanover St.; 2d and 4th Mon.; George A. Deans, R. S., 9 Appleton St., Atlantic; M. J. Brown, B. A., 102 Norfolk St., Dor.
- Electrical Workers No. 714* (Shop). Roughan Hall, City Sq., Chsn.; 1st and 3d Fri.; William J. Donaghue, F. S., 898 E. Second St., S. B.
- Electrical Workers No. 717* (Shop). St. Andrews Hall, 987 Washington St.; 1st and 3d Tues.; R. E. Laidlaw, R. S., 16 Hoyle St., Norwood.
- Electrical Workers No. 8A* (Clerical Employees). Rathbone Hall, 24 Warren St., Rox.; 1st and 3d Mon.; business office, 452 Old South Bldg.; Miss Marie W. Bliss, R. S., 52 Francis St., Malden.
- Electrotypers No. 11*. Harmony Hall, 724 Washington St.; 2d Wed.; Patrick Ryan, R. S., 19 Lamartine St., Rox.; William White, S. T., 16 Buena Vista Park, Camb.
- Elevator Constructors No. 4*. B. T. C. Hall, 385 Harrison Av.; 2d and 4th Thurs.; John C. McDonald, S. and B. A.
- Elevator Operators No. 14215*. 53 Hanover St.; 1st and 3d Mon.; Andrew P. Trahey, Jr., R. S., 60 Washington St., Chsn.; William P. O'Donnell, B. A., 9 Gardner Ct., W. Rox.
- Engineers*. (See *Steam Engineers and Locomotive Engineers*.)
- Engineers, Amalgamated Society of: Boston Branch No. 823*. Wells Memorial Hall, 987 Washington St.; alt. Sat.; Samuel Hellewell, S. pro tem., 27 Beech Glen St., Rox.
- Excavating, Sand, Brick, Stone, Lime, and Cement Teamsters*. (See *Teamsters No. 379*.)
- Federal Labor No. 8217* (Metropolitan Water and Sewer Works Employees). Wells Memorial Hall, 987 Washington St.; 2d Thurs.; James Meegan, R. S., 57 Gale St., Malden.
- Federal Labor No. 12223* (Metropolitan Park Employees). 193 Hanover St.; 1st Sun.; John J. McSweeney, F. S., 48 Adams St., Malden.
- Felt and Straw Hat Workers*. (See *Hat Workers No. 12815, Ladies Felt and Straw*.)
- Ferry Employees No. 625* (Gatemmen). Columbia Trust Bldg., Meridian St., E. B.; 3d Wed.; James E. Green, S., 17 Sturbridge St., Mat.
- Ferry Employees No. 900* (Masters and Pilots). Carpenters Hall, 19 Border St., E. B.; 3d Tues.; John J. Belton, F. S., 121 Havre St., E. B.

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- Firemen and Enginemen*. (See *Locomotive Firemen and Enginemen*.)
- Fixture Fitters and Hangers No. 503*. (See *Electrical Workers No. 503*.)
- Floorlayers No. 1096*. (See *Carpenters No. 1096*.)
- Franklin Association No. 18* (Press Feeders and Helpers). 24 Hayward Pl.; 2d Thurs.; Thomas P. Hennessey, R. S., 153 Emerson St., S. B.; Michael S. Cooney, S. T. and B. A., 39 Court St.
- Freestone Cutters Association*. (See *Stone Cutters Association, Journeymen*.)
- Freight Clerks Assembly No. 1793* (B. & M. R.R., Charlestown). Owls Hall, 66 Main St., Chsn.; 2d Mon. and 4th Sun.; Michael J. Dullea, F. S., 64 L St., S. B.
- Freight Handlers No. 70, Railroad* (N. Y., N. H. & H. R.R.). Dexter Hall, 987 Washington St.; 1st and 3d Sun.; James J. Torpey, R. S., 4 Arcadia Pk., Dor.
- Freight Handlers and Clerks No. 80* (B. & A. R.R.). Paine Memorial Hall, 9 Appleton St.; 2d and 4th Sun.; Daniel Coffey, R. S., 1040 Columbus Av., Rox. Crossing.
- Freight Handlers Assembly No. 628* (N. Y., N. H. & H. R.R.). St. Omer Hall, 376 W. Broadway, S. B.; 2d and 4th Sun.; Matthew O'Brien, R. S., 165 Athens St., S. B.
- Freight Handlers No. 809, Dock*. (See *Longshoremen No. 809*.)
- Freight Handlers No. 822, East Boston Dock*. (See *Longshoremen No. 822*.)
- Freight Handlers No. 5572, Railroad* (B. & M. R.R.). Hibernian Hall, Union St., Chsn.; 2d and 4th Sun.; Alexander Ryan, S., 17 Crawford St., Malden.
- Fur Workers No. 30*. Pilgrim Hall, 694 Washington St.; 2d and 4th Sat.; Benjamin Lederman, F. S., 85 Bernard St., Dor.
- Garment Workers No. 1* (Coat Makers). Phoenix Hall, 724 Washington St.; Tues.; Nathan Sidlofsky, F. S.; Samuel Zorn, B. Mgr.
- Garment Workers No. 25* (Custom Tailors). Union Hall, 93 Staniford St.; Tues.; M. J. Wilson, F. S.; Samuel Zorn, B. Mgr., 724 Washington St.
- Garment Workers No. 98* (Cutters and Trimmers). Elks Hall, 24 Hayward Pl.; 3d Tues.; Samuel Peyser, F. S., 787 Morton St., Mat.; Abraham Silverstein, B. A., 87 Mountfort St., Back Bay.
- Garment Workers No. 149* (Coat Makers) (Lithuanian). Silver and E Sts., S. B.; 1st and 3d Thurs.; Paul Urbsho, F. S. and B. A., 724 Washington St.
- Garment Workers No. 163* (Overall and White Duck Coat Workers). 724 Washington St.; 1st and 3d Wed.; Miss Charlotte F. Kane, S., 735 Albany St.; Martin J. Shannon, B. A., 61 Wareham St.
- Garment Workers No. 172* (Vest Makers). 93 Staniford St.; Mon.; L. Marcovitz, F. and C. S., 79 Porter St., E. B.; Samuel Zorn, B. Mgr., 724 Washington St.

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- Garment Workers No. 173* (Pants Makers). Schwartz Hall, 15 Leverett St.; Mon.; Nathan Biller, F. S., 201 Essex St., Malden; Samuel Zorn, B. Mgr., 724 Washington St.
- Garment Workers No. 225* (Tailors) (Italian). 141 Richmond St.; Fri.; Miss Alvira Albanuzzi, F. S., 724 Washington St.; Edward Cincotti, B. A., 724 Washington St.
- Garment Workers No. 267* (Sheepskin Coat Makers). Institute Hall, 62 Chambers St.; 1st and 3d Tues.; Barney Kaiser, Pres., 23 Morris St., E. B.
- Garment Workers No. 12* (Skirt and Cloak Pressers). 18 Kneeland St.; Sat.; David Datz, F. S., 34 Grove St.; Abram Rosenberg, B. A., 230 Tremont St.
- Garment Workers No. 36* (Ladies Tailors and Dress Makers). 694 Washington St.; Sun.; Israel Paris, F. S., 230 Tremont St.; Louis Ainsell, B. A., and Benjamin Horn, B. A., 230 Tremont St.
- Garment Workers No. 49* (Shirt Waist Makers). Odd Fellows Hall, 31 N. Russell St.; Tues.; William Shawmut, C. and F. S., 94 Malden St., Everett; A. Rosenberg, B. A., 230 Tremont St.
- Garment Workers No. 56* (Cloak and Skirt Makers). Odd Fellows Hall, 31 N. Russell St.; Mon.; A. Rosenberg, Mgr., 230 Tremont St.; Benjamin Horn, B. A.
- Garment Workers No. 73* (Ladies Garment Cutters). 8 Lovering St.; Tues.; J. White, F. S.; Benjamin Horn, B. A., and Louis Ainsell, B. A., 230 Tremont St.
- Gas Fitters, Fixture Fitters, and Hangers No. 175*. 386 Harrison Av.; 1st and 3d Mon.; Benjamin Osgood, R. S., 33 Alaska St., Rox.; James J. Logan, B. A., 43 Jackson St., N. Camb.
- Gas Workers*. (See *Meter Workers No. 14502*.)
- Glass Workers No. 28*, Art. Harmony Hall, 724 Washington St.; 1st and 3d Fri.; H. J. Johansen, S., 39 Rosemont St., Dor.
- Glaziers No. 1044*. (See *Painters No. 1044*.)
- Glove Cutters, Table*. 354 E. Eighth St., S. B.; 1st Thurs.; Konrad Schreffler, S., 354 E. Eighth St., S. B.
- Government Employees, Branch No. 27*, National League of. 199 State St.; 1st Sat.; Joseph P. McDermott, S., 177 State St.
- Government Employees, Branch No. 31*, National League of. P. O. Bldg.; 1st Sun.; William H. Carey, R. S., 32 Ellsworth St., Lowell.
- Granite Cutters: Boston Branch*. Phoenix Hall, 724 Washington St.; 3d Thurs.; William McCartney, C. S., 53 Gates St., S. B.
- Grocery and Provision Clerks*. (See *Retail Clerks No. 1313*.)
- Hardwood Finishers No. 1074*. (See *Painters No. 1074*.)
- Harness Makers*. (See *Leather Workers on Horse Goods No. 105*.)
- Hat Trimmers Association*. 919 Washington St.; on call; Miss Lida M. MacFeaters, Pres., 603 Massachusetts Av.
- Hat Workers No. 12815*, Ladies Felt and Straw. 987 Washington St.; 1st and 3d Fri.; Jeremiah F. Hayes, R. S., 16 Arklow St., Rox.

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- Hat Workers No. 14363*, United Ladies. Jewish People's Institute, 62 Chambers St.; 1st and 3d Sat.; Joseph Sanderson, F. S., 43 Vale St., Chelsea.
- Hatters No. 6*. St. Andrews Hall, 987 Washington St.; 2d Thurs., March, June, Sept., and Dec.; Henry Langelier, S., 118 Franklin Av., Wollaston; Charles Morris, B. A., 15 Warrenton St.
- Highway Department Workers No. 6751*. Vernon Hall, 1208 Tremont St., Rox.; 2d and 4th Fri.; John H. Barry, S., 521 Commercial St.; M. F. O'Brien, B. A., 307A Warren St., Rox.
- Highway Division Employees*. (See *Sub-Foremen's Association*.)
- Hod Carriers and Building Laborers No. 154* (Plasterers' Tenders). Odd Fellows Hall, 8 Warren St., Rox.; 1st and 3d Sun.; David Kirby, C. S., 79 E. Canton St.; William Ganey, B. A., 14 Blue Hill Av.
- Hod Carriers and Building Laborers No. 209* (Italian). 2½ Charter St.; 2d and 4th Sun.; John Perotti, S. and B. A.
- Hod Carriers and Building Laborers No. 223*. Section Hall, 386 Harrison Av.; 1st and 3d Sun.; John Heffernan, R. S., 28 Carver St.
- Hoisting and Portable Engineers No. 4*. 386 Harrison Av.; Tues.; Albert E. Pike, S.; Arthur M. Huddell, Pres. and B. A.
- Horseshoers No. 5* (Journeyman). 987 Washington St.; 1st and 3d Mon.; Charles Fawkes, R. S., 22 Pitts St.
- Hotel and Restaurant Employees No. 6*. (See *Hotel Workers Alliance No. 6*.)
- Hotel and Restaurant Employees No. 77*. (See *Bar-tenders*.)
- Hotel and Restaurant Employees No. 80* (Waiters). Waiters Hall, 63 Shawmut Av.; 2d and 4th Wed.; John J. Kearney, F. S. and B. A.
- Hotel and Restaurant Employees No. 226* (Cooks and Waiters). 49 Sterling St., Rox.; 1st and 2d Sat.; James R. Butler, F. S., 5 Marble St.; Henry Steward, B. A., 51 Camden St.
- Hotel Workers Alliance No. 6*. 119 Pleasant St.; 1st Mon. and 3d Tues.; Christopher Lane, S. T. and B. A., 119 Pleasant St.
- House and Ship Painters*. (See *Painters No. 402*.)
- Housesmiths and Bridgemen No. 7*, United. B. T. C. Hall, 386 Harrison Av.; Mon.; Humphrey B. Sullivan, R. S.; Frank C. Brady, B. A.
- Ice Cart Drivers*. (See *Teamsters No. 395*.)
- Industrial Workers No. 121* (Mixed). S. Paulsen, S., 38 Highland Pk. Av., Rox.
- Industrial Workers No. 574* (Propaganda Union). Room 501, 104 Hanover St.; 1st and 3d Mon.; John F. Nason, S. T., 12 Homer St., Brookline.
- Inside Wiremen*. (See *Electrical Workers No. 103*.)
- Inspectors Protective Association*. Rathbone Hall, 694 Washington St.; 3d Sun.; Francis J. Dowd, S. T., 6 Leroy St., Dor.
- Insulators and Asbestos Workers No. 6*. Rathbone Hall, 694 Washington St.; 1st and 3d Wed.; John Fisher, C. S. and B. A., 386 Harrison Av.

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Insurance Agents No. 1. On call of organizer; William F. Ryan, S., 694 Washington St.

Institution Employees No. 775, Penal. (See *Penal Institution Employees No. 775.*)

Interior Freight Handlers and Warehousemen No. 80. (See *Freight Handlers and Clerks No. 80.*)

Iron Molders. (See *Molders No. 106.*)

Janitors Association (Boston Public Schools). Roxbury Hall, 67 Warren St., Rox.; 2d and 4th Sat. except July and Aug.; William M. Kendricksen, S. T. and B. A., 49 Holbrook St., J. P.

Ladies Garment Cutters No. 73. (See *Garment Workers No. 73, Ladies.*)

Ladies Tailors and Dressmakers No. 36. (See *Garment Workers No. 36, Ladies.*)

Lamplighters No. 11943. Deacons Hall, 1651 Washington St.; 1st and 3d Mon.; William P. Carpenter, R. S., 22 Clive St., J. P.

Lathers No. 72 (Wood, Wire, and Metal). 987 Washington St.; Wed.; Charles L. Evans, F. S. and B. A., 30 Hanover St.

Laundry Wagon Drivers No. 650. (See *Teamsters No. 650.*)

Laundry Workers No. 66. St. Andrews Hall, 987 Washington St.; 2d and 4th Fri.; Miss Mary E. Moran, F. S., 71 Northfield St., Rox.

Leather Handlers No. 308 (B. and S. W.). 987 Washington St.; 2d and 4th Sun.; Martin J. McGuire, F. S. and B. A., 184 Adams St., Dor.

Leather Workers on Horse Goods No. 105 (Harness Makers). Unity Hall, 724 Washington St.; 1st and 3d Tues.; John Doran, S. T. and B. A., 12 Emerald St.

Lithographers of America, Amalgamated, Local No. 3. 724 Washington St.; 3d Fri.; J. Frank Hannaford, R. S., 16 Atherton St., Rox.

Lithographic Artists, Engravers, and Designers League of America: Boston Section. Turn Hall, Middlesex St.; 3d Fri.; J. Frank Hannaford, R. S., 16 Atherton St., Rox.,

Locomotive Engineers: Bay State Division No. 439 (B. & A. R.R.). Odd Fellows Hall, 10 Franklin St., Alls.; 2d and 4th Sun.; C. A. Snow, S. T., 10 Wadsworth St., Alls.

Locomotive Engineers: Boston Division No. 61 (B. & M. R.R.). Engineers Hall, 164 Canal St.; 2d and 4th Sun.; T. H. Vradenburgh, S. T., 16 Grant Pl., Waltham.

Locomotive Engineers: Old Colony Division No. 312 (N. Y., N. H. & H. R.R.). Lawrence Hall, 724 Washington St.; 1st and 3d Sun.; C. E. Drew, S. T. and B. A., 68 Central Av., S. Braintree.

Locomotive Firemen and Enginemen: Boston Lodge No. 67 (N. Y., N. H. & H. R.R.). John Winthrop Hall, 446 Tremont St.; 1st and 4th Sun.; Frank I. Fuller, R. S., 76 Spring Park Av.; Frank S. Mahler, Ch. Local Protective Board, 277 Belgrade Av., Ros.

Locomotive Firemen and Enginemen: Paul Revere Lodge No. 485 (B. & M. R.R.). Puritan Hall, 249 Friend St.; 1st and 3d Sun.; J. C. Robinson, R. S., 28 Dana St., Som.; Z. J. Blake, B. A., 9 Cambridge St.

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Locomotive Firemen and Enginemen: Pilgrim Lodge No. 719 (B. & A. R.R.). Odd Fellows Hall, Harvard Av., Alls.; 1st and 3d Sun.; Lee Rogers, R. S. and B. A., 2 Champney St., Br.

Locomotive Repairers No. 391. (See *Machinists No. 391.*)

Longshoremen No. 504. William Treiber, S., 78 Bennington St., E. B.

Longshoremen No. 799: Daniel O'Connell Associates (Charlestown). Roughan Hall, City Sq., Chsn.; 2d and 4th Sun.; Andrew G. Norander, R. S., 8 Albion Ct., Som.

Longshoremen No. 800. 193 Hanover St.; 2d and 4th Sun.; Edward Casey, R. S., 8 Michael Pl., Chelsea.

Longshoremen No. 805 (East Boston). G. A. R. Hall, 149 Meridian St., E. B.; 2d and 4th Sun.; Patrick Gallagher, R. S., 98 Marginal St., Chelsea.

Longshoremen No. 809 (Dock Freight Handlers). Mishawum Hall, 11 City Sq., Chsn.; 1st and 3d Sun.; Michael Hurley, R. S., 60½ Moulton St., Chsn.; William F. Dempsey, B. A., 17 Maryland St., Dor.

Longshoremen No. 822 (East Boston Dock). Hibernian Hall, 125 Havre St., E. B.; 2d and 4th Sun.; John Brow, R. S., 228 Sumner St., E. B.

Longshoremen No. 831 (Coal Handlers). 220 Chelsea St., Chelsea; 1st and 3d Sun.; Frank Martin, R. S., 45 Williams St., Chelsea.

Lumber Teamsters. (See *Teamsters, Handlers, and Tallymen No. 369.*)

Machinists No. 264. Dexter Hall, 987 Washington St.; Thurs.; Frank A. Munyon, C. S.; John J. Connolly, B. A.

Machinists No. 345 (Hyde Park). Lyric Hall, Everett Sq., H. P.; 2d and 4th Thurs.; John Fox, F. S., 106 Dana Av., H. P.; Roscoe L. Hall, B. A., 35 Munroe St., Lynn.

Machinists No. 391 (Locomotive Repairing, N. Y., N. H. & H. R.R., Hyde Park). Cotters Hall, River St., H. P.; 2d Fri.; Richard Greenwood, C. S., 31 Woodlawn Av., Mat.

Machinists: Railroad Lodge No. 567 (B. & M. R.R.). Commercial Hall, 694 Washington St.; 2d and 4th Wed.; D. H. Cowell, R. S., 21 Monadnock St., Dor.

Machinists: Bunker Hill Lodge No. 634 (Charlestown) Owls Hall, 66 Main St., Chsn.; 1st and 3d Fri.; Charles H. Taylor, R. S., Box 21, Chsn.

Machinists Helpers No. 914, Railroad (N. Y., N. H. & H. R.R., Hyde Park). Lyric Hall, Everett Sq., H. P.; 2d Fri.; Michael E. Ryan, R. S., 82 Loring St., H. P.

Mailers No. 1 (Newspaper). Hayward Assembly Rooms, 24 Hayward Pl.; 2d Mon.; William F. Kane, R. S. and B. A., 734 Broadway, W. Som.

Maintenance of Way Employees: Boston Lodge No. 57. Pilgrim Hall, 694 Washington St.; 4th Sat.; E. L. Hardy, S., 279 Portland St., Cambridge.

Maintenance of Way Employees: Signal Lodge No. 65. J. Fitzgerald, S., 23 Nonantum Rd., Br.

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Maintenance of Way Employees No. 120 (B. & M. R.R.). 28 Cross St.; 3d Sun.; T. W. Cassidy, S. T., Clinton, Mass.; R. H. Crawford, B. A., Melrose, N. Y.

Marble Cutters and Setters No. 50. 53 Hanover St.; 1st and 3d Fri.; W. F. Sears, R. S., 683 Massachusetts Av.; James F. Rehill, B. A., 127 Charles St.

Marine Cooks and Stewards Association of the Atlantic and Gulf. Boston office, 258 Commercial St.; H. P. Griffin, S. T., 12 South St., New York, N. Y.; Henry Fox, B. A.

Marine Firemen, Oilers, and Water Tenders of the Atlantic and Gulf. Firemen's Hall, 284 Commercial St.; Fri.; N. Nelson, Agent.

Market and Commission House Teamsters No. 631. (See *Teamsters No. 631.*)

Meat Cutters and Butcher Workmen No. 162. (See CAMBRIDGE.)

Mercantile Engineers. (See *Steam Engineers No. 263.*)

Metal Polishers, Buffers, and Platers No. 95. 53 Hanover St.; 1st and 3d Tues.; Alfred C. Langlois, Statistician, 100 Wyman St., J. P.; Martin F. O'Hara, B. A., 395 Ferris St., Everett.

Metal Polishers No. 99 (Chandclier Makers). 53 Hanover St.; 2d and 4th Mon.; William Spratt, R. S., 37 Crescent Av., Dor.

Meter Workers No. 14502 (Gas Workers). Commercial Hall, 694 Washington St.; 4th Fri.; John E. Liddell, R. S., 33 Tremont St., Camb.

Metropolitan Park Employees No. 12223. (See *Federal Labor No. 12223.*)

Metropolitan Water and Sewer Workers. (See *Federal Labor No. 8217.*)

Milk Wagon Drivers No. 380. (See *Teamsters No. 380.*)

Molders No. 106 (Iron and Steel). Pilgrim Hall, 694 Washington St.; 1st and 3d Fri.; William John, F. S. and B. A., Room 410, 665 Washington St.

Molders No. 428 (Coremakers). 995 Washington St.; 1st and 3d Fri.; James M. Curley, S. T., 95 Business St., H. P.; William John, B. A., Room 410, 665 Washington St.

Molders No. 468 (Brass Molders and Brass Core Makers). 1091 Washington St.; 2d and 4th Thurs.; William T. Goss, C. R., 45 Storey St., S. B.; William John, B. A., Room 410, 665 Washington St.

Mosaic, Terrazzo, and Composite Workers. (See *Terrazzo and Mosaic Workers.*)

Moving Picture Operators No. 182. 119 Pleasant St.; 1st and 3d Wed.; M. Rothenberg, S., 119 Pleasant St.

Moving Picture Operators Assembly No. 3030 (K. of L.). Good Templar Hall, 1234 Washington St.; 1st Sun.; A. B. Steele, R. S., 9 Chester Av., Som.; Thomas H. Canning, Dist. M. W., 228 Tremont St.

Municipal Service Association (All city departments). Revere House, Bowdoin Sq.; 2d Wed.; Louis J. Sullivan, S. and B. A., 506 City Hall Annex.

Musical and Theatrical Industrial Union No. 9. 1151 Washington St.; Mon.; E. Clifton Butler,

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S., 149 Linwood Av., Newtonville; Arthur W. Kenney, B. A., 143 Sagamore Av., Chelsea.

Musicians Protective Assembly No. 1629 (K. of L.). 228 Tremont St.; last Sun.; Thomas H. Canning, M. W.

Musicians Protective Association No. 9. Musicians Hall, 56 St. Botolph St.; 1st Thurs.; Edward J. Spring, S. T.

Navy Yard Storemen's Union No. 14460. Owls Hall, 66 Main St., Chsn.; 1st Tues.; Richard F. Howard, S., 47 Oliver St., Som.

News Wagon Drivers, Chauffeurs, and Helpers No. 259. (See *Teamsters No. 259.*)

News Writers No. 1. 606 Old South Bldg.; 1st Thurs.; Philip J. Halvosa, S., care of "Boston American", 88 Summer St.

Newsboys Protective Union No. 9077. Carpenters Hall, 30 Hanover St.; last Wed.; Benjamin H. Robrish, S., Rm. 6, 258 Washington St.; Thomas Mulkern, Treas.

Newspaper and Periodical Sellers. (See *Retail Clerks No. 1323.*)

Office Building Cleaners No. 14693. Women's Trade Union League Hall, 919 Washington St.; 1st and 3d Wed.; Mrs. Mary Whipple, R. S.

Overall and White Duck Coat Workers No. 163. (See *Garment Workers No. 163, United.*)

Painters No. 1, Independent (Hebrew). 30 Leverett St.; Tues.; Jacob Mager, R. S., 30 Leverett St.

Painters and Decorators No. 11. Dexter Hall, 987 Washington St.; Tues.; John T. Cashman, R. S., 439 E. Third St., S. B.; J. A. Boudrot, B. A. and John F. Welch, B. A., 12 Kneeland St.

Painters, Decorators, and Paperhangers No. 258. (See *Paperhangers No. 258.*)

Painters No. 338, Railway Equipment (N. Y., N. H. & H. R.R.). Harmony Hall, 724 Washington St.; 1st and 3d Wed.; John J. McCarthy, R. S., 15 Lyon St., Dor.

Painters No. 391 (Sign Writers). Friendship Hall, 12 Kneeland St.; 2d and 4th Mon.; John J. Lynch, R. S., 33 Hawkins St.; John F. Welch, B. A.

Painters No. 402, House and Ship (East Boston). Central Hall, 18 Central Sq., E. B.; Mon.; James March, R. S., 20 Paris St., E. B.; J. A. Boudrot, B. A. and John F. Welch, B. A., 12 Kneeland St.

Painters No. 1044 (Glaziers). Upholsterers Hall, 53 Hanover St.; Sun.; Joseph Farren, R. S., 33 Lexington St., Chsn.; J. A. Boudrot, B. A. and John F. Welch, B. A.

Painters, Decorators, and Paperhangers No. 655 (Hyde Park). Magnolia Hall, River St., H. P.; 1st and 3d Fri.; Charles O. Roberts, R. S., 72 Providence St., H. P.

Painters No. 1074 (Hardwood Finishers). Upholsterers Hall, 53 Hanover St.; 2d and 4th Wed.; Harry E. Smith, R. S., 44 W. Cottage St., Rox.; J. A. Boudrot, B. A. and John F. Welch, B. A., * 12 Kneeland St.

Pants Makers No. 173. (See *Garment Workers No. 173, United.*)

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- Paperhangers No. 253.* Harmony Hall, 724 Washington St.; Mon.; Arthur H. Lawford, R. S., 57 Warren Av., Rox.; J. A. Boudrot, B. A. and John F. Welch, 12 Kneeland St.
- Park Department Employees No. 12435.* 987 Washington St.; 4th Sun.; Edward J. McLaughlin, R. S., 490 Bennington St., E. B.
- Park Employees Assembly No. 7675* (K. of L.). St. Andrews Hall, 987 Washington St.; 1st Sun.; Patrick McKenzie, M. W., 228 Chestnut Av., J. P.
- Pattern Makers Association of Boston and Vicinity.* Templar Hall, 724 Washington St.; Tues.; William Neilson, S., Room 410, 665 Washington St.; W. A. Clough, B. A., Room 410, 665 Washington St.
- Pavers No. 1.* Blatchford Hall, 987 Washington St.; 1st and 3d Thurs.; Philip F. McGinn, F. S. and B. A., 20 Adams Pl., Rox.
- Pavers Association* (City of Boston). 987 Washington St.; 3d Fri.; John T. McCarthy, R. S., 98 G St., S. B.
- Pavers Assembly No. 1632.* 228 Tremont St.; 1st and 3d Sun.; Stephen Costello, S. and B. A., 209 Gold St., S. B.
- Paving Department Employees Assembly No. 9816.* Barbers Hall, 1125 Washington St.; 2d Fri.; Cornelius J. Donovan, S., 34 Francis St., Rox.
- Penal Institution Department Employees No. 775.* School Hall, Deer Island; 1st Mon. and 3d Fri.; Robert Kernahan, R. S., House of Correction, Deer Island.
- Photo-Engravers No. 3.* Elks Upper Hall, 24 Hayward Pl.; 1st Sun.; John F. Maguire, F. S. and B. A., 414 Medford St., Som.
- Piano and Furniture Movers and Helpers No. 343.* (See *Teamsters No. 343.*)
- Piano and Organ Workers No. 19.* 987 Washington St.; 2d and 4th Tues.; William Sanborn, S., 1249 Broadway, W. Som.
- Plasterers No. 10* (Operative and Cement Finishers). Paine Memorial Bldg., 9 Appleton St.; 1st and 3d Wed.; James McKay, C. S.; Arthur P. Doyle, B. A., 106 Fremont St., Som.
- Plasterers Tenders No. 154.* (See *Hod Carriers and Building Laborers No. 154.*)
- Plate Printers No. 3.* (See *Steel and Copper Plate Printers No. 3.*)
- Plumbers No. 12.* Machinists Hall, 987 Washington St.; Mon.; Thomas L. Pratt, F. S. and B. A.
- Plumbers No. 175.* (See *Gas Fitters, Fixture Fitters, and Hangers.*)
- Plumbers No. 537.* (See *Steam and Sprinkler Fitters.*)
- Port Directors Employees Union.* Commonwealch Pier 5; 1st Fri.; John A. Foley, S., 10 Gates St.
- Press Feeders and Helpers.* (See *Franklin Association No. 18.*)
- Printing Pressmen and Assistants No. 3.* (See *Web Pressmen No. 3.*)
- Printing Pressmen and Assistants No. 18.* (See *Franklin Association. No. 18.*)
- Printing Pressmen No. 67.* Elks Hall, 24 Hayward Pl.; 4th Wed.; J. Frank O'Hare, S. and B. A., 258 Washington St.

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- Public Grounds Department Employees No. 12434.* Vernon Hall, 1208 Tremont St., Rox.; 1st and 3d Tues.; Joseph P. Kilday, Pres., 17 Kenney St., Rox.
- Public Works Department Employees.* (See *Sub-Foremen's Association.*)
- Railroad Drawmen.* (See *Drawmen, Railroad.*)
- Railroad Freight Handlers.* (See *Freight Handlers.*)
- Railroad Machinists.* (See *Machinists No. 567.*)
- Railroad Machinists Helpers No. 914.* (See *Machinists Helpers No. 914.*)
- Railroad Sheet Metal Workers.* (See *Sheet Metal Workers No. 372.*)
- Railroad Signalmen: Bunker Hill Lodge No. 6* (B. & M. R.R.). West End Hall, 195 Staniford St. 2d and 4th Thurs.; Neil Wool, S. T., 15 Sheafe St., Maplewood, Malden; P. J. Monahan, R. S. 127 Newton St., Lawrence.
- Railroad Signalmen: Pioneer Lodge No. 5* (N. Y., N. H. & H. R.R.). 446 Tremont St.; 1st and 3d Sat.; Eugene B. Wilson, R. S., 99 Pratt St., Mansfield.
- Railroad Station Agents: Boston Division No. 1* (B. & M. R.R.). American House, Hanover St.; 3d Sun.; J. E. Jones, S., Tufts College, Mass.; William F. Fernald, B. A., Room 419, 53 State St.
- Railroad Station Agents: Boston and Albany Division No. 3.* Boston, Springfield, or Pittsfield, as voted; 3d Sun.; J. L. Sardito, S., Charlton Depot, Mass.; H. M. Sanford, Master Agt., Ludlow, Mass.
- Railroad Station Agents: New Haven Division No. 2* (N. Y., N. H. & H. R.R.). United States Hotel; 2d Sat.; P. H. Phinney, S., Monument Beach, Mass.; J. H. Weir, Treas., Canton, Mass.
- Railroad Station Employees: Boston & Maine Division No. 1.* Engineers Hall, 164 Canal St.; 4th Thurs.; Jeremiah Cronin, R. S., Outward Baggage Room, North Station.
- Railroad Station Employees No. 36.* George Walsh, S., 54 Clarkson St., Dor.
- Railroad Stationmen* (B. & M. R.R.). Various halls; 3d Wed.; James A. Franklin, S., 75 Jerome St., W. Medford.
- Railroad Telegraphers: Boston Division No. 41* (B. & M. R.R.). Engineers Hall, 164 Canal St.; 2d Sat.; F. C. McGrath, S. T., 16 Water St., Winchester; J. B. Bode, B. A., B. & M. Depot, Chelsea.
- Railroad Telegraphers No. 89* (N. Y., N. H. & H. R.R.). Pilgrim Hall, 694 Washington St.; 1st and 3d Sat.; J. H. McDermott, S. T., 46 Crocker St., Mansfield; Leonard J. Ross, Gen. Ch., 203 Woodbine St., Auburn, R. I.
- Railroad Telegraphers No. 156.* Rathbone Hall, 694 Washington St.; 3d Thurs.; James Melville, S. T., 1939 Dorchester Av., Dor.
- Railroad Trainmen: Boston Lodge No. 97* (N. Y., N. H. & H. R.R.). Ancient Landmark Hall, 3 Boylston Pl.; 1st and 4th Sun.; Martin V. Brennan, S., 80 Woodlawn St., J. P.; Patrick J. Moran, Ch., 159 Boston St., Dor.

Local Trade Unions.

BOSTON — Con.

- Railroad Trainmen No. —.* (Boston, Revere Beach and Lynn Railroad). J. J. McCarthy, S., 75 Walden St., Winthrop.
- Railroad Trainmen: Bunker Hill Lodge No. 404* (B. & M. R.R. Freight Service.) Memorial Hall, 14 Green St., Chsn.; 1st and 3d Sun.; Arthur H. Dean, Treas., 273 Medford St., Som.; W. O. Wood, S. and B. A., Medford, Mass.
- Railroad Trainmen: City Point Lodge No. 507* (N. Y., N. H. & H. R.R. Passenger Service). Odd Fellows Hall, 409 Broadway, S. B.; 2d and 4th Sun.; Charles B. Berger, R. S., 345 E. Eighth St., S. B.
- Railroad Trainmen: Puritan Lodge No. 621* (B. & M. R.R.). 249 Friend St.; 1st Thurs. and 3d Sun.; W. P. Tanton, S., 3 Jefferson Ct., Woburn.
- Railroad Trainmen: Trimountain Lodge No. 486* (B. & A. R.R.). Odd Fellows Hall, 10 Franklin St., Alls.; 1st and 3d Sun.; Eugene E. Murphy, Treas., 34 Emerson St.; Edward Dooley, B. A., 10 Fellows St., Rox.
- Railroad Transfer Messengers and Clerks No. 11639.* 987 Washington St.; 1st Wed. from Oct. to May, inc.; Ambrose J. Cox, R. S., 339 Dorchester St., S. B.
- Railroad Workers No. 22.* Engineers Hall, 164 Canal St.; 2d and 4th Tues.; John Mullam, 66 Lynde St., Melrose.
- Railroad Workers: Allston Lodge No. 107* (Car Repairers, B. & A. R.R.). Parnell Hall, Market St., Br.; 2d Thurs.; William C. Jordan, S., 204 N. Harvard St., Alls.
- Railroad Workers: Boston Lodge No. 55* (Car Cleaners, B. & M. R.R.). Engineers Hall, 164 Canal St.; 1st and 3d Fri.; Thomas J. Bruce F. S., 592 Highland Av., Malden; Thomas H. Condon, B. A., 15 Boardman St., Salem.
- Railroad Workers: Mystic Lodge No. 138.* K. of P. Hall, 2 Main St., Chsn.; 2d Fri.; Joseph Nolan, R. S., 111 Revere St., Revere.
- Railroad Workers: Plymouth Rock Lodge No. 184* (N. Y., N. H. & H. R.R., Hyde Park). Naomi Funk, 724 Washington St.; 2d Thurs.; L. M. Funk, R. S., 1400 River St., H. P.
- Railroad Workers: Readville Lodge No. 52.* J. J. Tobin, S., 22 Clark St., Norwood.
- Railroad Workers: Somerville Lodge No. 108* (Car Inspectors, Repairers, and Cleaners, B. & M. R.R.). West End Union Hall, 93 Stanford St.; 1st and 3d Fri.; John Welch, F. S., 127 Josephine Av., Som.
- Railway Carmen: Bay State Lodge No. 102* (N. Y., N. H. & H. R.R.). Pilgrim Hall, 694 Washington St.; 3d Sun.; Daniel McArthur, R. S., 44 Johnson St., W. R.
- Railway Carmen: Bay View Lodge No. 57* (N. Y., N. H. & H. R.R.). Paine Memorial Hall, 9 Appleton St.; 2d Fri. and 4th Sun.; Edward J. Mulligan, F. S., 8 Germania St., J. P.
- Railway Carmen: Harbor View Lodge No. 92* (B. & A. R.R.). Commercial Parlors, 694 Washington St.; last Sun.; M. L. Heeger, Pres., 77 Eastern St., Alls.

BOSTON — Con.

- Railway Clerks: Boston Lodge No. 119* (B. & M. R.R.). Puritan Hall, 249 Friend St.; Mon.; George H. Streeter, S., 160 Beverly St.
- Railway Clerks: Fort Point Lodge No. 117* (B. & A. R.R.). Elks Hall, 24 Hayward Pl.; 1st Wed.; Richard F. Shields, R. S., 11 Chilton Pl., Newton Upper Falls.
- Railway Clerks: Massachusetts Bay Lodge No. 71* (B. & M. R.R., Freight Department Auditing). Puritan Hall, 249 Friend St.; 2d Thurs.; George H. Hanson, F. S., 75 Montvale Av., Stoneham.
- Railway Clerks: Northern Union Lodge No. 74* (B. & M. R.R., Car Service Department). Revere House, Bowdoin Sq.; 1st Tues.; W. S. Andrews, R. S., 823 Ocean Av., Revere.
- Railway Clerks: Old Colony Lodge No. 143* (N. Y., N. H. & H. R.R.). Pilgrim Hall, 694 Washington St.; 2d Sun. and 4th Fri.; Edward A. Flannery, S., 23 Elmwood St., Rox.
- Railway Conductors: Bay State Division No. 413.* 249 Friend St.; 2d Sun.; C. S. Messer, S. T., 9 Pembroke St., Medford.
- Railway Conductors: Boston Division No. 122.* John Winthrop Hall, 446 Tremont St.; 3d Sun.; Joseph Moreau, S. T., 47 Clifford St., Readville.
- Railway Conductors: New England Division No. 157.* Hayward Assembly Rooms, 24 Hayward Pl.; 4th Sun.; C. W. Merrill, S. T. and B. A., 29 Evergreen St., Rox.
- Railway Equipment Painters.* (See Painters No. 338.)
- Raincoat Makers No. 7.* (See Waterproof Garment Workers No. 7.)
- Retail Clerks No. 28* (Drug Clerks). St. Andrews Hall, 987 Washington St.; 2d and 4th Wed.; John F. Hoffman, F. S., 32 Central Av., Chelsea; N. J. Nally, B. A., 273 Cabot St., Rox.
- Retail Clerks No. 48* (Shoe). H. D. Morris, S., 73 Holworthy St., Rox.
- Retail Clerks No. 50.* Hibernian Hall, Havre St., E. B.; 1st Sun.; C. F. McDonald, S. T., 238 Saratoga St., E. B.; N. J. Nally, B. A., 273 Cabot St., Rox.
- Retail Clerks No. 143* (Drug Clerks). Walcott Hall, 32 Central Sq., E. B.; 2d and 4th Thurs.; H. B. Parkinson, C. S. and F. S., 173 Lexington St., E. B.; Frank J. Kiernan, B. A., 21 Inwood St., Dor.
- Retail Clerks No. 539* (Roslindale). Fairview Hall, 43 Poplar St., Ros.; 2d and 4th Tues.; William G. Hay, F. S., 24 Florence St., Ros.; W. L. Kretschmar, B. A., 25 Penfield St., Ros.
- Retail Clerks No. 796* (Dry Goods Clerks). Rathbone Hall, 694 Washington St.; 1st Tues.; Joseph H. Preston, S. T., 149 Charles St.; Mark O'Donoghue, B. A., 15 Capen St., Dor.
- Retail Clerks No. 1313* (Grocery and Provision Clerks). St. Andrews Hall, 987 Washington St.; 2d and 4th Mon.; Daniel F. Heffernan, S. T., 22 Elmwood St., Som.
- Retail Clerks No. 1323* (Newspaper and Periodical Sellers). 7 Warrenton St.; on call; Mrs. Helen Howard, Pres., 3 Laurel St., Rox.

Local Trade Unions.

BOSTON — Con.

Roofers No. 20 (Composition, Damp and Waterproof Workers). B. T. C. Hall, 386 Harrison Av.; 2d and 4th Mon.; A. J. Scanlan, R. S. and B. A., 222 Cambridge St.

Roundhouse Employees Assembly No. 1063 (B. & M. R.R.). Hibernian Hall, cor. Union and Lawrence Sts., Chsn.; 2d and 4th Fri.; Charles W. Quinn, R. S., 237 Washington St., Malden.

Rulers No. 12. 606 Old South Bldg.; 4th Mon.; Fred J. Dumas, S., 53 Albion St., Medford.

Sail and Awning Makers No. 14555. Room 5, 3 Long Wharf; 1st Mon.; Fred Johnson, S., 59 Essex St., Camb.

Sailors Association, Eastern and Gulf (Inc.). Union Hall, 1½ Lewis St.; Tues.; Percy J. Pryor, S.; Miller Jensen, B. A.

Sanitary and Street Cleaning Department Drivers and Helpers No. 149. (See Teamsters No. 149.)

Sanitary and Street Cleaning Department Employees. (See Ben Franklin Assembly No. 5463.)

Sewer Department Employees No. 680. Harrison Hall, 1651 Washington St.; 2d and 4th Tues.; George W. Gilmore, R. S., 2 Terry St., Rox.

Sheepskin Coat Makers No. 267. (See Garment Workers No. 267, United.)

Sheet Metal Workers No. 17. Paine Memorial Hall, 9 Appleton St.; Mon.; John Selfridge, S., 11 Vincent St., Camb.; James T. Moriarty, B. A.

Sheet Metal Workers No. 92. (See Coppersmiths.)

Sheet Metal Workers No. 133 (Hyde Park). French's Hall, Hyde Park; semi-monthly; Joseph B. Syberg, R. S., 74 Hilburn St., Ros.

Sheet Metal Workers No. 372 (N. Y., N. H. & H. R.R.). Naomi Hall, 724 Washington St.; 3d Thurs.; James Finnegan, Pres., 137 Thornton St., Rox.

Ship Carpenters No. 1671 (East Boston). (See Carpenters No. 1671.)

Shirt Waist Makers No. 49, Ladies. (See Garment Workers No. 49, Ladies.)

Shoe Repairers No. 380 (B. & S. W.). Pilgrim Hall, 694 Washington St.; 1st and 3d Sun.; T. H. O'Neill, F. S., 100 Washington St., Brookline.

Shoe Workers No. 15 (U. S. W.) (Mixed). 52 Meridian St., E. B.; alt. Tues.; William H. Watson, B. A.

Shoe Workers No. 73. (See Cutters No. 73, U. S. W.)

Shop and Mill Men No. 1410. (See Carpenters No. 1410.)

Sign Writers No. 391. (See Painters No. 391.)

Skirt and Cloak Pressers No. 12. (See Garment Workers No. 12, Ladies.)

Stablemen and Garagemen No. 367. (See Teamsters No. 367.)

Stair Builders No. 1573. (See Carpenters No. 1573.)

State Employees Benefit Association, Massachusetts. Deacons Hall, 1651 Washington St.; 2d and 4th Mon.; James Hain, S., 1201 Bennington St., E. B.

Stationary Firemen No. 3. Barbers Hall, 1125 Washington St.; 2d and 4th Wed.; John J. Cunningham, Pres. and B. A., 189 Boylston St., J. P.

BOSTON — Con.

Stationary Firemen, Engineers, Helpers, and Oilers No. 243. 987 Washington St.; 2d and 4th Tues.; P. J. Sheehan, B. A.

Steam and Operating Engineers No. 559. Engineers Hall, 63 Shawmut Av.; Wed.; P. J. Lawless, C. S.; James A. Fee, B. A.

Steam and Sprinkler Fitters No. 537. B. T. C. Hall, 386 Harrison Av.; Wed.; Charles R. McCarthy, R. S., 114 Schiller Rd., Dedham; Joseph P. Glavin, B. A., 114 Rindge Av., N. Camb.

Steam and Sprinkler Fitters' Helpers No. 635. B. T. C. Hall, 386 Harrison Av.; Tues.; Edward S. Havey, R. S., 715 Parker St., Rox.; Charles Mehegan, B. A., 766 E. Fifth St., S. B.

Steam Engineers No. 4. (See Hoisting and Portable Engineers.)

Steam Engineers No. 16. America Hall, 724 Washington St.; Fri.; William J. Kelly, R. S., 8 Acorn St., Camb.; Jonathan Perry, B. A., 304 Green St., Camb.

Steam Engineers No. 74. (See Coal Hoisting Engineers No. 74.)

Steam Engineers No. 263 (Mercantile, Down Town). Engineers Hall, 995 Washington St.; Thurs.; Herman M. Commerford, R. S. and B. A., 696 Washington St.

Steamfitters No. 76 (N. Y., N. H. & H. R.R., Readville). 724 Washington St.; 3d Thurs.; James M. Burns, Delegate, 304 East St., Dedham.

Steam Shovel and Dredgemen No. 14 (East Boston). Central Hall, Central Sq., E. B.; 2d Sun.; Peter Breen, S. T., 176 Poplar St., Ros.

Steel and Copper Plate Printers No. 3. Blatchford Hall, 987 Washington St.; 2d Mon.; Walter A. Burke, R. S., 22 Whitney St., Rox.

Stereotypers No. 2. Hayward Assembly Rooms, 24 Hayward Pl.; 3d Wed.; A. R. McKenne, R. and C. S., Box 3350, Boston.

Stone Cutters Association, Journeymen. B. T. C. Hall, 386 Harrison Av.; 2d and 4th Fri.; Thomas Gately, R. S., 91 Roslindale Av., Ros.; John Stevens, B. A., 12 Ambrose St., Rox.

Stone Masons No. 9. Labor Hall, 386 Harrison Av.; Wed.; Michael J. Collins, C. and R. S., 59 E. Brookline St.; Patrick J. Walsh, B. A., 55 Shannon St., Br.

Street and Electric Railway Employees No. 589. Tremont Temple; 2d and 4th Thurs.; Owen P. Moore, S., 435 Old South Bldg.; Matthias J. Nesdale, B. A., 435 Old South Bldg.

Sub-Foremen's Association (Highway Division of Public Works Department). Barbers Hall, 1125 Washington St.; 1st and 3d Mon.; Dennis V. Driscoll, S., 193 Shawmut Av.

Suffolk County Jail Employees. Suffolk County Jail; 3d Thurs.; Kasper Zimmerman, R. S., 30 Dalrymple St., J. P.

Table Glove Cutters. (See Glove Cutters, Table.)

Tailors No. 1 (Coat Makers). (See Garment Workers No. 1.)

Tailors Industrial Union. Carpenters Hall, 30 Hanover St.; 1st and 3d Wed.; Frank DeLuca, R. S. and B. A., 187 Maverick St., E. B.

Local Trade Unions.

BOSTON — Con.

- Tailors Industrial Union, No. 256.* Bartenders Hall, 2d Wed.; N. Calla, S., 157 Marion St., E. B.
- Tailors No. 149* (Lithuanian). (See *Garment Workers No. 149.*)
- Tailors No. 225* (Italian). (See *Garment Workers No. 225.*)
- Teamsters No. 25* (General.) Washington Hall, 995 Washington St.; 2d and 4th Sun.; Joseph J. Hunt, S. T., 31 Thacher St.; Michael J. O'Donnell, B. A., 31 Thacher St.
- Teamsters No. 58* (Ambulance Drivers and Chauffeurs). 754 Albany St.; 2d Tues.; Eugene S. Cronin, S. T. and B. A.
- Teamsters No. 60* (City Department Chauffeurs). 280 Dudley St.; 2d and 4th Thurs.; Maurice Newman, S. T., 14 N. Grove St.; Timothy J. Kelleher, Pres., 604 Fourth St., S. B.
- Teamsters No. 68* (Coal Teamsters and Helpers). Machinists Hall, 987 Washington St.; 2d and 4th Sun.; John J. Fenton, S. and B. A., 2n Union Park St.
- Teamsters No. 126* (Carriage Drivers and Chauffeurs). 724 Washington St.; 2d Sun.; John J. Driscoll, S. T. and B. A., 995 Washington St.
- Teamsters No. 149* (Sanitary and Street Cleaning Department Drivers and Helpers). Dexter Hall, 987 Washington St.; 2d and 4th Sun.; James J. Burns, R. S., 29 Webber St., Rox.
- Teamsters No. 259* (Newspaper Wagon Drivers, Chauffeurs, and Helpers). Phoenix Hall, 724 Washington St.; 2d and 4th Thurs.; Charles J. Mayer, S., 64 Hillside St., Rox.
- Teamsters No. 343* (Piano and Furniture Movers and Helpers). Vernon Hall, 1208 Tremont St., Rox.; 2d and 4th Tues.; John F. O'Neil, R. S., 24 Leon St., Rox.
- Teamsters No. 367* (Stablemen and Garagemen). Teamsters Hall, 995 Washington St.; 1st Wed. and 3d Sun.; Michael Fadden, S. and B. A., 20 Atlantic St., S. B.
- Teamsters No. 369* (Lumber Teamsters, Handlers, and Tallymen). Wells Memorial Hall, 987 Washington St.; 1st and 3d Sun.; John F. Sullivan, S. T. and B. A., 116 Chestnut St., Chelsea.
- Teamsters No. 379* (Excavators, Sand, Lime, and Cement). Teamsters Hall, 995 Washington St.; 1st and 3d Sun.; Harry B. Jennings, S. T. and B. A.
- Teamsters No. 380* (Milk Wagon Drivers). 987 Washington St.; 1st and 3d Thurs.; Jere. F. Driscoll, S. T. and B. A., 995 Washington St.
- Teamsters No. 394* (Department Store Drivers and Chauffeurs). Teamsters Hall, 995 Washington St.; 2d and 4th Sun.; Edward J. White, S. and B. A.
- Teamsters No. 395* (Ice Cart Drivers). Teamsters Hall, 995 Washington St.; 1st and 3d Tues.; Harry B. Jennings, S. and B. A.
- Teamsters No. 612* (Transfer Drivers and Helpers). Teamsters Hall, 995 Washington St.; 2d Thurs.; Frank Dignan, S. T., 271 Albany St.; John T. Jennings, Pres., 23 Magazine St., Rox.

BOSTON — Con.

- Teamsters No. 631* (Market and Commission House Teamsters). Hibernian Hall, Union St., Chsn.; 2d Thurs.; Eugene S. Mehagan, S. and B. A., 39 Essex St., Chsn.
- Teamsters No. 650* (Laundry Wagon Drivers). 694 Washington St.; 1st Mon.; C. A. Simpson, S. T., 44 Hawthorne St., W. Som.; John P. Manning, B. A., 17 Rockland St., Rox.
- Telephone Installers No. 142.* (See *Electrical Workers No. 142.*)
- Telephone Operators No. 1A.* Room 452, Old South Bldg., afternoons; 987 Washington St., evenings; 2d and 4th Fri.; Miss Catherine T. Tierney, R. S., Room 452, Old South Bldg.
- Terrazzo and Mosaic Workers No. 14668.* 141 Richmond St.; 2d and 4th Mon.; Ignatius McNulty, S. and B. A., 386 Harrison Av.
- Theatrical Stage Employees No. 11.* Pilgrim Hall, 694 Washington St.; 4th Sun.; John J. Barry, F. S. and B. A., 75 Albany St.
- Theatrical Stage Employees No. 182.* (See *Moving Picture Operators No. 182.*)
- Tile Layers No. 22, Ceramic, Mosaic, and Encaustic.* Homestead Hall, 724 Washington St.; 1st and 3d Tues.; David J. McCarthy, B. A., 74 Madison St., Malden.
- Tile Layers Helpers No. 36, Ceramic, Mosaic, and Encaustic.* 724 Washington St.; 1st and 3d Mon.; David J. McCarthy, B. A., 74 Madison St., Malden.
- Tobacco Strippers.* (See *Cigar Factory and Tobacco Strippers No. 8156.*)
- Trackmen No. 189* (B. & M. R.R.). Hibernian Hall, Chsn.; 1st and 3d Mon.; T. J. Connors, Treas., 158 Linwood St., Som.
- Transfer Drivers and Helpers No. 612.* (See *Teamsters No. 612.*)
- Transfer Messengers and Clerks.* (See *Railroad Transfer Messengers and Clerks No. 11639.*)
- Typographical No. 13.* Faneuil Hall; 4th Sun.; John O. Battis, S. and B. A., 321 Old South Bldg.
- Upholsterers No. 37* (Wholesale). Upholsterers Hall, 53 Hanover St.; 1st and 3d Thurs.; Edward Freeman, S.; Edwin E. Graves, B. A.
- Upholsterers No. 53.* Upholsterers Hall, 53 Hanover St.; 2d and 4th Thurs.; Edwin E. Graves, S. and B. A.
- Upholsterers No. 109* (Carpet Mechanics). Upholsterers Hall, 53 Hanover St.; 1st and 3d Wed.; Thomas Pollack, S., 16 Eden St., Salem; Edwin E. Graves, B. A.
- Upholsterers No. 118, Car* (N. Y., N. H. & H. R.R., Readville). Upholsterers Hall, 53 Hanover St.; 2d Thurs.; J. Vath, S., 15 Oak Ter., Dor.; Edwin E. Graves, B. A.
- Vest Makers No. 172.* (See *Garment Workers No. 172, United.*)
- Wagon Drivers, Chauffeurs, and Helpers.* (See *Teamsters No. 259.*)
- Waist Makers.* (See *Garment Workers No. 49.*)
- Waiters No. 80.* (See *Hotel and Restaurant Employees No. 80.*)

Local Trade Unions.

BOSTON — Con.

- Water Workers No. 690.* St. Rose Hall, 17 Worcester St.; 3d Wed.; Timothy J. Driscoll, R. S., 14 Medford St., Chsn.
- Waterproof Garment Workers No. 7.* 31 No. Russell St.; Tues.; Herman Kantorobitz, F. S.; Benjamin Horn, B. A. and Louis Ainsell, B. A., 230 Tremont St.
- Web Pressmen No. 3.* Investigator Hall, 9 Appleton St.; 3d Tues.; Frank W. Dunn, C. and F. S., 41 Webster St., Alls.
- Wharf and Bridge Carpenters No. 1393.* (See Carpenters No. 1393.)
- Willow, Reed, and Rattan Workers No. 14565.* 193 Hanover St.; 1st Fri.; Boleslaw Wycik, S., 26 Cedar St., N. Camb.
- Wood Carvers Association.* Templar Hall, 724 Washington St.; 1st and 3d Fri.; Richard M. Murphy, S., 9 Gardner Av., Dor.

Braintree.

- Boot and Shoe Workers No. 143* (Mixed) (S. Braintree). Hampton House Bldg.; 1st and 3d Tues.; William J. Madden, S. F. and B. A., 3 French Av., S. Braintree.
- Carpenters No. 1550* (S. Braintree). B. and S. W. Hall, Hammond House; 2d and 4th Fri.; James I. Peers, R. S., 1161 Pleasant St., E. Weymouth; Leroy W. Beedle, B. A., 56 Hobart St., E. Braintree.

Bridgewater.

- Boot and Shoe Workers No. 357.* Bowman Bldg., Central Sq.; Thurs.; Royal F. Dano, F. S., Box 142; James Murphy, B. A., Box 142.
- Carpenters No. 1046.* 9 Bowman Bldg.; 1st and 3d Tues.; W. H. Swift, R. S., 246 Pleasant St.

BROCKTON.

- Bakers and Confectioners No. 180.* 13 Elm St.; 2d and 4th Sat.; Charles Kemp, C. S., 8 Beacon St.; James Williams, B. A., care of Hastings Bakery.
- Bakery Wagon Drivers No. 57.* Culinary Alliance Hall, 43 Main St.; 2d Tues.; Daniel H. Phillips, R. S., 62 Crescent St.; Joseph Fitzpatrick, B. A., 101 Cross St.
- Barbers No. 238.* Lincoln Hall, 28 Main St.; 4th Tues.; P. J. Sheehan, F. S. and B. A., 539 Main St.
- Blacksmiths No. 216.* Teamsters Hall, 140 Court St.; 1st and 3d Mon.; Denis J. O'Shea, R. S., 282 N. Montello St.
- Boot and Shoe Workers No. 38* (Mixed) (B. & S. W.). 52 Centre St.; 2d and 4th Wed.; John P. Meade, B. A.
- Boot and Shoe Workers No. 393* (Shoe Repairers). Culinary Alliance Hall, 43 Main St., Rm. 6; 1st and 3d Mon.; John J. Holland, F. S., 579 Main St.
- Bricklayers and Plasterers No. 5.* Clark's Bldg., Main St.; Thurs.; F. J. Marden, F. S., 202 Dover St.; Daniel Ganley, C. S., 162 Forest Av.

BROCKTON — Con.

- Building Laborers No. 13.* Foresters Hall, 13 E. Elm St.; 1st and 3d Sat.; William H. Shaw, S., 94 E. Railroad Av.; Frank Kittredge, B. A., 312 N. Main St.
- Carpenters No. 624.* 28 Main St.; Mon.; Walter Pratt, S. and B. A., 461 N. Quincy St.
- Clothing and Shoe Clerks No. 504.* Perkins Bldg., 43 Main St.; Thurs.; George L. Carr, B. A., 85 Grafton St.
- Culinary Alliance.* (See Hotel and Restaurant Employees No. 161.)
- Cutters No. 35* (B. & S. W.). 30 Ward St.; 1st and 3d Thurs.; Charles Kelley, B. A., 28 Ward St.
- Cutting Die and Cutter Makers No. 307.* Foresters Hall, 13 E. Elm St.; 2d Fri.; Leonard S. Rantz, R. S., 156 Short St.
- Dressers and Packers No. 365* (B. & S. W.). Eagle Hall, 57 Centre St.; 2d Mon.; Dennis E. McCarthy, F. S. and B. A., 21 Parish Bldg.
- Dry Goods Clerks No. 605.* Masonic Hall, Centre St., 1st and 3d Tues.; Calvin A. Howes, S. T., Eastondale, Mass.; A. M. Keyes, B. A., 43 Main St.
- Edgemakers No. 118* (B. & S. W.). Lincoln Hall, 28 Main St.; 1st and 3d Thurs.; Joseph D. Poitras, B. A.
- Elastic Goring Weavers.* Co-operative Hall, 426 N. Warren Av.; 2d Tues.; Alfred Haughton, S., 50 Cherry St.
- Electrical Workers No. 223.* B. T. C. Hall, 126 Main St., Rm. 26; 1st Wed.; Harrison C. Wetherell, R. S., 194 Bedford St., Abington.
- Finishers No. 37* (B. & S. W.). Eagles Hall, 57 Centre St.; 1st and 3d Mon.; Frank Moriarty, F. S. and B. A., 22 Parish Bldg.
- Granite Cutters.* Walter Burnett, Dist. Officer, 97 N. Main St.
- Grocery and Provision Clerks No. 358.* Moose Hall, 257 Main St.; 1st and 3d Wed.; A. M. Keyes, B. A.
- Heelers, Sluggers, Breasters, and Shavers No. 370* (B. & S. W.). Heelers Hall, 93½ Montello St.; 2d and 4th Mon.; Fred W. Farrell, F. S. and B. A.
- Hotel and Restaurant Employees No. 161.* 43 Main St.; 1st and 3d Tues.; Thomas J. Donnelly, S. T., 104 Ford St.; Mark S. Glasier, B. A.
- Laborers Protective No. 14792.* 28 E. Elm St.; 2d and 4th Tues.; Dennis Crimmins, S., 44 Joslyn Ct.
- Lasters No. 100* (B. & S. W.). Eagle Hall, 57 Centre St.; Fri.; Frank Simpson, F. S. T., 307 Satucket Bldg.; William J. Collins, B. A., 307 Satucket Bldg.
- Lathers No. 123.* Washburn Bldg., Main St.; 1st and 3d Mon.; P. A. Stedman, S., 162 Warren Av.
- Laundry Wagon Drivers No. 272.* Culinary Alliance Hall, 43 Main St.; 3d Wed.; William J. McNamara, R. S., 43 W. Park St.; Joseph McGovern, B. A., Teamsters Hall, Court St.
- Laundry Workers No. 64.* Treers Hall, 26 Centre St.; 1st and 4th Tues.; Wm. F. McNamara, Jr., R. S., 134 Forest Av.; William Norris, B. A., Norris Hotel.

Local Trade Unions.

BROCKTON — Con.

- Machinists No. 176.* 126 Main St., Rm. 20; 1st and 3d Thurs.; E. E. Libby, R. S., 47 Wheeler Av.
- Moving Picture Operators No. 613.* Ward St. Theatre; 1st and 3d Sun.; George L. Henault, R. and C. S., 83 High St.
- Musicians Protective No. 138.* Rm. 1, 6 Main St.; 1st and 3d Sun.; Walter M. Steele, S.
- Painters, Decorators, and Paperhangers No. 296.* Emmet Hall, E. Elm St.; Tues.; A. H. Gabree, R. S., 113 W. Elm St.; Frank C. Kittredge, B. A., 312 N. Main St.
- Plumbers No. 276.* Clark's Blk., cor. Main and Centre Sts.; Mon.; J. J. Callahan, R. S., 11 Snell Pl., Campello.
- Printing Pressmen No. 102.* Arcade Bldg., Main St.; 2d Tues.; R. A. Gould, S. T., 96 Moraine St.
- Roofers Protective Nos. 24 and 28.* B. T. C. Rooms, 126 Main St.; 2d and 4th Thurs.; D. H. Barry, S., 578 Centre St.
- Sheet Metal Workers No. 243.* Rm. 6, 126 Main St.; Tues.; Frank G. Kittredge, S. and B. A., 312 N. Main St.
- Skivers No. 406* (B. & S. W.). Moose Hall, 257 Main St.; 1st and 3d Mon.; Harry A. Tyler, B. A.
- Sole Leather Workers No. 74* (B. & S. W.). B. and S. W. Hall, 52 Centre St.; 2d and 4th Tues.; John P. Meade, B. A.
- Solefasteners and Roughrounders No. 111* (B. & S. W.). 20 First Parish Bldg., 23 Main St.; 2d and 4th Mon.; Emmet T. Walls, F. S. and B. A., Box 409.
- Stationary Firemen No. 47.* Foresters Hall, 13 E. Elm St.; 1st Sun. and 3d Fri.; T. F. Heffernan, F. S., 832 S. Main St.
- Steam and Gasfitters No. 316.* B. T. C. Hall, 126 Main St.; 2d and 4th Mon.; A. R. Gardner, C. and F. S., 152 Foster St.
- Steam Engineers No. 501.* Engineers Hall, 47 Centre St.; Fri.; Roderick Donnell, R. S., 84 Foster St.; E. N. Bean, B. A., Warren Av., Campello.
- Stitchers No. 154* (B. & S. W.). Marston Bldg.; 2d and 4th Fri.; Michael A. Caffrey, F. S., 23 Main St.; James Duffy, B. A., 23 Main St.
- Stonemasons No. 14.* Clark's Blk., Main St.; 1st and 3d Sat.; Dennis Kelleher, F. S., 30 Foster St.
- Street and Electric Railway Employees No. 235.* Foresters Hall, 54 Main St.; 3d Mon.; J. C. Macomber, R. S., 44 Tremont St., Campello; P. F. Sheehan, Pres. and B. A., 167 Copeland St., Campello.
- Tailors No. 105.* Arcade Bldg., Main St.; 1st and 3d Mon.; Peter Nesbitt, R. S., 23 Centre St.
- Tailors No. —* (Custom). Masonic Hall, 52 Centre St.; 2d and 4th Mon.; Philip Leventhal, R. S., 142 Centre St.
- Teamsters No. 193.* Teamsters Hall, 140 Court St.; 1st Tues.; Joseph J. Dobby, R. S., 579 N. Main St.; Louis W. Pelaguin, B. A., 138 Court St.
- Theatrical Stage Employees No. 149.* Massasoit Hall; 3d Tues.; George Heald, F. S., Orpheum Theatre; Andrew J. Butler, Pres., Hathaway's Theatre.

BROCKTON — Con.

- Treers No. 36* (B. & S. W.). 26 Centre St.; 1st and 3d Fri.; T. P. McSweeney, B. A.
- Typographical No. 224.* Garde d'Honneur Hall, 13 N. Main St.; 2d Tues.; John A. Hancock, S. T., 1133 N. Main St., Montello.
- Vampers No. 256* (B. & S. W.). Rm. 24, 23 Main St.; 2d Mon.; Walter M. Steele, F. S. and B. A.

Brookfield.

- Boot and Shoe Workers No. 252* (Mixed). Union Room, Old Library Bldg., Central St.; 1st Tues.; A. H. Bellows, F. S., Lock Box 130.
- Street and Electric Railway Employees No. 652.* Henry J. Harper, S., E. Brookfield, Mass.

Brookline.

- Carpenters No. 438.* Goddard Hall, 178 Washington St.; Mon.; William H. Walsh, S. and B. A.
- Hod Carriers and Building Laborers No. 301.* Goddard Hall, 178 Washington St.; 2d and 4th Tues.; Thomas J. McLaughlin, S., 41 Juniper St.
- Industrial Workers No. 574.* (See BOSTON.)
- Painters, Decorators, and Paperhangers No. 709.* 178 Washington St.; 1st and 3d Wed.; James McAvenia, F. S., 39 Barrett St., Revere.
- Town Employees No. 12640.* Goddard Hall, 178 Washington St.; 1st and 3d Sun.; Thomas A. Miskell, R. S., 57 Pearl St.

CAMBRIDGE.

- Boiler Makers: University City Lodge No. 515.* (See BOSTON.)
- Bookbinders No. 204.* Cambridge Lower Hall, 631 Massachusetts Av.; 4th Thurs.; Daniel A. Mullen, S., Box 31, Sta. A; Henry J. Stackhouse, B. A., 281 Pearl St.
- Bookbinders No. 207* (Women). G. A. R. Hall, Central Sq.; 2d Tues.; Miss Mary Lackay, R. S., 94 Crescent St., Auburndale.
- Bricklayers, Masons, and Plasterers No. 34.* 898 Cambridge St.; 2d Tues.; John Lahey, F. S., 6 Austin St.
- Building Laborers No. 295.* Raymond Hall, Central Sq.; 1st Sun.; Michael J. Donohue, F. S., 146 Hamilton St.
- Carpenters No. 441.* Cambridge Lower Hall, 631 Massachusetts Av.; Wed.; R. D. Sullivan, R. S., 111 Concord Av.; P. J. Slow, B. A., 90 Norfolk St.
- Carpenters No. 1653* (North Cambridge). Fraternity Hall, 2107 Massachusetts Av.; Tues.; Thomas S. Babineau, R. S., 70 Porter Rd., N. Camb.; P. J. Slow, B. A., 90 Norfolk St.
- City Employees No. 8279.* Cambridge Lower Hall, 631 Massachusetts Av.; 1st and 3d Mon.; Michael D. Collins, Pres., 235 Upland Rd.
- Federal Labor No. 14599.* M. F. Ahearn, S., 425 Norfolk St., Somerville.

Local Trade Unions.

CAMBRIDGE — Con.

- Hod Carriers No. 161.* Patrick Fitzgerald, S., 278 Centre St., Dor.
Machinists No. 150. (See WATERTOWN.)
Meat Cutters and Butcher Workmen No. 162, Amalgamated (Sausage Makers). Harugari Hall, Sixth and Spring Sts.; 2d Sun.; Joseph Nawrocki, S., James St., Ros.; Paul Ahlenoff, B. A., 286 Amory St., J. P.
Meat Cutters and Butcher Workmen No. 333. (See SOMERVILLE.)
Musicians Assembly No. 1331 (K. of L.). Grant Bldg., Prospect St. and Massachusetts Av.; Fri.; William F. Carmichael, M. W., 19 Bird St.
Sewer Workers No. 225. Bradford Hall, 993 Cambridge St.; 2d Sat.; Joseph Landers, C. S., 43 School St.

Canton.

- Carpenters No. 1754.* Carpenters Hall; Fri.; Harry Graham, R. S., Walpole St.
Painters, Decorators, and Paperhangers No. 754. Stoughton; Thurs.; Walter E. Pierce, S., Box 174, Sharon.

Chelmsford.

- Granite Cutters* (West Chelmsford). Town Hall, Princeton St.; 1st Thurs. after 15th; William R. Hunter, C. S., 615 Princeton St., Lowell.
Paving Cutters No. 20 (West Chelmsford). Winship's Hall; 2d Mon.; Gus Swanson, S., Westford, Mass.
Quarry Workers No. 98 (West Chelmsford). Marshals Hall, W. Chelmsford; 3d Mon.; William Flynn, C. S., W. Chelmsford, Mass.

CHELSEA.

- Carpenters No. 443.* K. of P. Hall, 220 Broadway; Mon.; Charles Noel, S. and B. A., 86 Grove St.
Carpenters No. 937 (Hebrew). Park Hall, 108 Park St.; Tues.; Abram Kline, S., 85 Sixth St.; Kalnan Disler, B. A., 66 Essex St.
City Employees No. 38. A. O. H. Hall, 13 Fifth St.; 2d Mon.; James J. Cassidy, S., 180 Williams St.; Michael F. O'Brien, B. A., 607 Warren St., Rox.
Elastic Goring Weavers. Socialist Hall, Broadway; 1st Fri.; William Ball, Jr., S., 242 Everett Av.
Iron Molders No. 129. Union Hall, 220 Broadway; 4th Fri.; Roy G. Wilson, C. R., 15 Saratoga St., E. Boston; William John, B. A., 665 Washington St., Boston.
Painters, Decorators, and Paperhangers No. 623. Park Hall, 108 Park St.; 1st and 3d Tues.; Simon Heritoff, S. and B. A., 67 Third St.
Retail Clerks No. 88. Union Hall, 220 Broadway; 1st and 3d Mon.; F. M. Winchester, S. T., 56 Library St.
Shoe Workers No. 15 (Mixed) (U. S. W.). (See BOSTON.)
Street and Electric Railway Employees No. 240. K. of C. Hall, 220 Broadway; 2d and 4th Tues.;

CHELSEA — Con.

Joseph J. Walsh, R. S., 50 Fernwood Av., Revere; Everett A. Burrill, B. A., 37 Pleasant St., Revere.

Chester.

- Granite Cutters: Chester Branch.* Town Hall; 1st Mon. after the 15th; Frank Austin, S. T.
Paving Cutters No. 19. At quarry; 15th of month; Aleck A. Mitchell, R. S., R. F. D. No. 1, Chester.

CHICOPEE.

- Barbers No. 199.* Red Men's Hall, Main St., Chicopee Falls; last Thurs.; Edward S. Dupuis, F. S., 16 Harvard St., Chicopee Falls.
Bartenders No. 116. Hibernian Hall, Exchange St.; 2d and 4th Sun.; Antoine A. Huot, S., 148 Belcher St., Chicopee Falls.
Bottlers and Drivers No. 325. David Hopkins, R. S., 40 Wyman St.
Carpenters No. 685. Canadian Hall, 35½ Centre St.; Wed.; William Austin, R. S., 13 Myrtle St.; Thomas McCarroll, B. A., 19 Sanford St., Springfield.
Firemen's Union. Hibernian Hall, 208 Exchange St.; 1st and 3d Fri.; Robert James, R. S., 29 Ames Av.
Iron Molders No. 117. K. of C. Hall, 254 Exchange St.; 1st and 3d Fri.; M. A. Morrissey, C. R., 39 School St.
Loomfixers No. 17. Veteran Firemen's Hall, Dwight St.; 1st and 3d Fri.; William Briggs, S., 15 Elm St.
Loomfixers No. 331. St. Michaels Hall, 80 Market St.; last Fri.; Frank Bury, S., 8 W. Main St., Chicopee Falls.
Loomfixers No. 324. Joseph Koziel, S., 45 West St., Chicopee Falls.
Nappers No. 336. James F. Murphy, S., 18 Main St., Chicopee Falls.
Painters, Decorators, and Paperhangers No. 299. A. O. H. Hall, Exchange St.; Wed.; Paul J. Plant, R. S., 259 Centre St.
Rubber Tire Workers No. 14871. St. Jean Baptiste Hall, Main St., Chicopee Falls; 1st and 3d Sun.; Henry Adams, S., 23 Alvord Av., Chicopee Falls.
Textile Workers No. 751. Andrew Wyniorchi, S., Box 37.

Clinton.

- Barbers No. 652.* 168 Church St.; last Tues.; Harry O. Winn, C. and F. S., 27 Laurel St.
Bartenders No. 272. Carpenters Hall, 28 High St.; 3d Sun.; Michael O'Malley, S., 386 Main St.
Bricklayers, Masons, and Plasterers No. 23. Carpenters Hall, 36 High St.; Mon.; William Killen, C. S., 121 Berlin St.
Carpenters No. 858. Murphy Bldg., Rm. 6, High St.; Thurs.; M. J. King, R. S., 28 Fairmount St.
Loomfixers No. 81 (Cotton). Foresters Hall, High St.; 2d Tues.; John Reynolds, Jr., R. S., 262 Oak St.; Charles F. Janda, Pres., 370 Water St.

Local Trade Unions.

CLINTON — Con.

Painters, Decorators, and Paperhangers No. 414.
Rm. 6, Green Blk.; 2d and 4th Tues.; Thomas W. Downey, R. S., 21 Pleasant St.; Arthur J. Daniels, B. A., 264 High St.

Railroad Telegraphers No. 104 (Ayer Division).
Hotel Oxford, High St.; 3d Sun.; James P. Rutledge, S. T., Box 174.

Cohasset.

Carpenters No. 1123. Members homes; alt. Tues.; Abram J. Antoine, R. S., Box 169; Leroy W. Beedle, B. A., 56 Hobart St., E. Braintree.

Concord.

Carpenters No. 1593. Urquhart Hall, Main St.; Wed.; A. D. Hosmer, F. S. and T., Concord, Mass.

Painters, Decorators, and Paperhangers No. 239.
Carpenters Hall, Main St.; 1st and 3d Mon.; James J. Mara, R. and F. S., 34 Bedford St.

Telephone Operators No. 12A (Concord and Maynard). Painters Hall, Main St., Concord; 2d and 4th Mon.; Miss Marie Peterson, Pres., Maynard, Mass.

Danvers.

Boot and Shoe Workers No. 79 (Mixed). Carrolls Hall, Maple St.; 2d and 4th Mon.; James H. Murphy, S., 143 Maple St.

Carpenters No. 950. Essex Bldg., 79 Elm St.; Wed.; James L. Fullerton, F. S., 32 Locust St.

Dedham.

Carpenters No. 892. Danforth Blk., Dedham Sq.; Mon.; Robert Carleton, R. S., 409 High St.; George N. Brooks, B. A., 459 Washington St., Norwood.

Folders Protective Association No. 885 (E. Dedham).
Hirsch Hall, E. Dedham; 1st Tues.; John Handley, F. S., 1 Maverick St., E. Dedham.

Stone Masons No. 42. Danforth Blk., Dedham Sq.; 1st and 3d Wed.; Raymond Monahan, C. S., 109 Casey St., Norwood.

Street and Electric Railway Employees No. 373.
Odd Fellows Hall, 626 High St.; 1st Wed.; Harry J. Conlon, R. S., 151 Washington St.; Percy A. Chamberlain, B. A., 78 Sanderson Av., E. Dedham.

Easthampton.

Building Laborers No. 41. German Hall, Clark St.; 2d Thurs.; Richard Murphy, S., 61 Mt. Tom Av.

Carpenters No. 1372. German Hall, Clark St.; 2d and 4th Fri.; Leo Gauthier, R. S., 21 Mt. Tom Av.

Elastic Goring Weavers (Easthampton Branch).
German Hall, Clark St.; 3d Mon.; Harry Moore, S., S. Park St.

East Longmeadow.

Quarry Workers No. 30. Town Hall; 3d Tues.; John A. Johnson, C. S., Box 14.

Easton (NORTH EASTON).

Boot and Shoe Workers No. 356 (Mixed) (B. & S. W.).
Kellys Hall, Centre St.; 4th Mon.; Carl Nyquist, S. T., 21 Reynolds St., N. Easton; L. A. Bickford, B. A., Washington St., N. Easton.

Carpenters No. 784. Spooners Hall, Centre St.; 2d and 4th Thurs.; J. W. Gilliatt, F. S., R. F. D.

Painters, Decorators, and Paperhangers No. 728.
Spooners Hall, Centre St.; 1st Wed.; John F. Barrett, F. S., N. Easton.

EVERETT.

Carpenters No. 780. Foresters Hall, Everett Sq.; Wed.; E. C. Jones, S., Box 61.

Municipal Laborers No. 901. K. of C. Hall, School St.; 1st and 3d Sun.; Thomas McEleney, R. S., 293 Chelsea St.

FALL RIVER.

Bakers No. 252. Painters Hall, 21 Granite St.; 1st and 3d Sat.; Herman Franke, F. S., 509 N. Belmont St.; Robert McGrosson, C. S. and B. A., 1237 Globe St.

Barbers No. 331. Rm. 34, Borden Blk., S. Main St.; last Mon.; Edward Grenier, F. S., 103 Pleasant St.

Bartenders No. 99. Rm. 34, Borden Blk., S. Main St.; 2d and 4th Sun.; P. J. Mullins, S. T. and B. A., 194 Albion St.

Brewery Workers No. 137. Columbian Hall, 318 S. Main St.; 2d and last Wed.; James E. Greenwood, F. S. and B. A., 1691 S. Main St.

Bricklayers, Masons, and Plasterers No. 11. Quinlan Leary Bldg., 16 Hartwell St.; Tues.; Francis L. Collins, C. S., 272 Valentine St.

Card Room Protective Association No. 32. Weavers Hall, 142 Second St.; 2d and 4th Wed.; James Tansey, S., Box 353.

Carpenters No. 223. Talbot Blk., 16 Pleasant St.; Fri.; Richard B. Quigley, C. S., 284 Fountain St.

Carpenters No. 1305 (French). Quinlan Leary Bldg., 16 Hartwell St.; Wed.; Joseph Vezina, R. S., 157 Irving St.

Cigar Makers No. 494. Carmen's Hall, 142 Second St.; 4th Thurs.; Robert McConnell, F. S. and B. A., 908 Bedford St.

City Employees No. 12875. Campbell Bldg., 231 S. Main St.; 2d Tues.; Frank Powers, C. S., 260 Stafford Rd.; Augustine Audette, F. S., 311 Fifth St.

Electrical Workers No. 437. Room 9, Citizens Savings Bank Bldg., Main and Bedford Sts., Rm. 9, 1st and 3d Wed.; Frederik Cash, R. S., 390 Centre St.; Myron T. Ashley, B. A., 489 Jefferson St.

Folders No. 880. Hibernian Hall, 29 Borden Blk., S. Main St.; last Fri.; David A. Maitland, C. S., 259 Broadway; Thomas F. McMahon, B. A., 762 Atwell Av., Providence, R. I.

Local Trade Unions.

FALL RIVER — Con.

- Granite Cutters:* Fall River Branch. Weavers Hall, 142 Second St.; Fri. on or after 15th; Joseph Jennings, S. T., 42 Plane St.
- Iron Molders No. 48.* Citizens Savings Bank Bldg., Main and Bedford Sts.; 1st and 3d Wed.; William Acton, C. S., 173 Mott St.; Eugene L. Murphy, B. A., 116 Winslow Av., Norwood.
- Loomfixers No. 35.* Loomfixers Hall, 370 Bedford St.; 1st Wed.; Thomas Taylor, S. T.
- Mule Spinners Association No. 1, Cotton.* Spinners Hall, 42 Second St.; 2d Wed.; Thomas O'Donnell, S. T., Box 203.
- Musicians Protective No. 216.* Rms. 9 and 10, Merchants Blk., 34 N. Main St.; 1st Sun.; Frank Mellor, S., Box 265.
- Painters, Decorators, and Paperhangers No. 75.* Painters Hall, 21 Granite St.; 1st and 3d Tues.; Fred Eglin, Pres., 486 Birch St.
- Paving Cutters No. 63.* Social Hour Hall, Pine St.; 2d Mon.; William Ellis, S., 38 Fruit St.
- Plumbers No. 135.* Painters Hall, 21 Granite St.; Fri.; James F. Whalley, S., Box 610; Michael Breen, C. S., Box 610.
- Railroad Trainmen:* Mt. Hope Lodge No. 475. K. of P. Hall, 141 N. Main St.; 2d Mon. and 4th Sun.; Peter F. Hanley, S. and B. A., 738 June St.
- Railway Clerks:* Fall River Lodge No. 97. Columbian Hall, 318 S. Main St.; 1st and 3d Fri.; John T. Gleeson, F. S. and T., 139 Oliver St.
- Retail Clerks No. 1120.* G. A. R. Hall, 84 Bedford St.; 3d Mon.; John W. Roche, S., 484 Linden St.
- Retail Clerks No. 1189.* 259 Harrison St.; last Wed.; Joseph LaFond, C. and F. S., 259 Harrison St.
- Slasher Tenders No. 51.* Weavers Hall, 142 Second St.; 2d Wed.; William Harwood, S., Box 221.
- Stationary Firemen No. 291.* Leary Hall, 16 Hartwell St.; 1st and 3d Sun.; William F. Malloy, C. S., Box 351; John H. Lowney, B. A., Box 351.
- Steam Engineers No. 165.* *St. Mary's Hall, cor. S. Main and Bedford Sts.; 1st and 3d Fri.; Eugene E. Ray, R. S., 82 Taylor St.
- Steamfitters and Helpers No. 646.* Painters Hall, 21 Granite St.; Wed.; William F. Kaylor, B. A., 199 Mason St.
- Stereotypers No. 52.* Wilbur House; 2d Tues.; William B. Irwin, S., 696 Locust St.
- Street and Electric Railway Employees, Division 174.* Rm. 4, Weavers Bldg., 142 Second St.; 2d and 4th Mon.; James Fox, S., 1252 Globe St.; William Keating, Pres., 1873 N. Main St.
- Theatrical Stage Employees No. 57.* Painters Hall, 21 Granite St.; 3d Mon.; William A. Dillon, S. T., 237 Third St.; Dennis Donegan, B. A., 261 Spring St.
- Typographical No. 161.* Citizens Savings Bank Bldg.; 1st Fri.; Charles E. Clarke, S. T., Box 479.
- Weavers No. 1, National Federation of.* Weavers Hall, 142 Second St.; Thurs.; James Whitehead, S., Box 713; John F. Riley, B. A., 1181 Globe St.

FALL RIVER — Con.

Weavers No. 24 (U. T. W.). Rm. 34, Hudner Bldg., 130 S. Main St.; on call; Albert Hibbert, S., Box 742.

Web Pressmen No. 32. Globe Pressroom; 41 N. Main St.; 2d Wed.; Isaiah C. Wagner, S. T., 979 Pleasant St., New Bedford.

FITCHBURG.

- Barbers No. 284.* F. A. C. Bldg., 48 Wallace Av.; 4th Tues.; W. L. Remington, F. S. and B. A., 2 Day St.
- Bartenders No. 97.* F. A. C. Bldg., 48 Wallace Av.; 3d Sun.; Edward McKenna, S. T., 21 Birch St.
- Blacksmiths No. 15* (Railroad Workers). C. L. U. Hall, 48 Wallace Av.; 2d and 4th Fri.; Thomas H. Condon, B. A., 15 Boardman St., Salem; William J. Beattie, Pres., Clifton St.
- Bricklayers and Masons No. 19.* Bricklayers Hall, 352 Main St.; Mon.; Charles L. Atwood, F. S. 19 Payson St.
- Carpenters No. 778.* F. A. C. Bldg., 48 Wallace Av.; Thurs.; Harry Cotton, F. S., Pritchard St.; Albert Lafreniere, B. A., 59 Tisdale St., Leominster.
- Carpenters No. 1239.* St. Joseph Hall, 19 Clarendon St.; 2d and 4th Wed.; Henry Lafosse, R. S., 19 Chester St.; Albert Lafreniere, B. A., 59 Tisdale St., Leominster.
- Cigar Makers No. 475.* Kelliher's Cigar Factory, Main St.; 1st Fri.; John J. Sweeney, F. and R. S., 160 Water St.
- Electrical Workers No. 256.* Lincoln Hall; 2d and 4th Thurs.; John J. Gilmartin, R. S., 14 Water St. Lane.
- Federal Union No. 14653* (Employees Finnish Publishing Co.). F. A. C. Bldg., 48 Wallace Av.; 1st Mon.; Miss Martha Kankkunen, R. S.; George Halonen, B. A.
- Granite Cutters:* Fitchburg Branch. Finnish Hall, Main St.; 1st Mon. after the 15th; James R. McNeil, Dist. Officer, 20 Cherry St., Leominster.
- Hod Carriers No. 39.* 352 Main St.; 2d and 4th Thurs.; John Fanelli, S., 13 Hale St.
- Iron Molders No. 97.* Bricklayers Hall, 155 Main St.; 1st and 3d Tues.; E. J. Lavoie, C. R., 331 St. Joseph Av.; Eugene L. Murphy, B. A., 116 Winslow Av., Norwood.
- Locomotive Engineers:* Wachuset Div. No. 191. G. A. R. Hall, 304 Main St.; 2d and 4th Sun.; H. E. Parker, S. T., 18 Harvard St.
- Locomotive Firemen:* H. P. Littlejohn Lodge No. 410. Redmen's Hall, 22 Cushing St.; 1st and 3d Sun.; W. M. McAskell, S., 166 Summer St.
- Machinists:* Rollstone Lodge No. 409. C. L. U. Hall, 48 Wallace Av.; 1st and 3d Tues.; Arthur K. Ray, R. S., 83 Walnut St.
- Maintenance of Way Employees No. 8.* G. A. R. Hall, 304 Main St.; 4th Sun.; Arthur F. Lawrence, S. T. and B. A., Box 25, S. Acton.
- Musicians Mutual Association No. 173.* 75 Main St.; 1st Sun.; E. L. Cook, S., 36 Blossom St.

Local Trade Unions.

FITCHBURG — Con.

- Painters, Decorators, and Paperhangers No. 175.* F. A. C. Bldg., 48 Wallace Av.; 2d and 4th Mon.; J. H. Roche, F. S., 3 Portland St.; Albert Lafreniere, B. A., 59 Tisdale St., Leominster.
- Paper Makers No. 12.* F. A. C. Bldg., 48 Wallace Av.; 1st and 3d Sun.; R. E. Anderson, F. S., Turnpike Rd., W. Fitchburg.
- Pattern Makers Association (Branch of Worcester).* F. A. C. Bldg., 48 Wallace Av.; 1st Fri.; J. Munro, R. S., 56 Mt. Vernon St.; Thomas Berrill, B. A.
- Paving Cutters No. 14.* F. A. C. Bldg., 48 Wallace Av.; 2d Tues.; Gust Rantiaenen, F. S., 78 Hazel St.
- Plumbers No. 92.* F. A. C. Bldg., 48 Wallace Av.; 2d and 4th Wed.; William Daly, R. S., 40 Cedar St.
- Railroad Trainmen: Hoosac Tunnel Lodge No. 93.* K. of H. Hall, 1 Oliver St.; 2d and 4th Sun.; M. W. McInerney, Treas., 25 Congress St.
- Railroad Workers: Bay State Lodge No. 27.* C. L. U. Hall, 48 Wallace Av.; 2d and last Fri.; Anthony H. Gallant, R. S. and B. A., 4 Putnam St.
- Railway Clerks: Wachusett Lodge No. 106.* G. A. R. Hall, 304 Main St.; 1st Sun.; A. G. Houghton, S. T. and B. A., 15 Linden St.
- Railway Conductors No. 146.* Red Men's Hall, 22 Cushing St.; 2d Sun.; Spencer Pearson, S. T., 31 Sargent Av.
- Sheet Metal Workers No. 186.* F. A. C. Bldg., 48 Wallace Av.; 1st and 3d Tues.; Patrick J. Clifford, R. S.; 24 Green St., Leominster.
- Stationary Firemen No. 85.* C. L. U. Hall, 48 Wallace Av.; 2d and 4th Sun.; Michael Slattery, F. S., 60 Albee St.
- Steamfitters No. 553.* Bricklayers Hall, 352 Main St.; 2d and 4th Wed.; Patrick Kiernan, F. S. and T., 10 Day St.
- Teamsters No. 473.* C. L. U. Hall, 48 Wallace Av.; 1st Sun. and 3d Mon.; A. W. Lenz, S. T., 115 North St.
- Telephone Operators No. 11A.* C. L. U. Hall, 48 Wallace Av.; 2d and 4th Mon.; Miss Bessie Lambert, Pres., 48 North St.
- Telephone Workers No. 279.* G. A. R. Hall, 304 Main St.; 3d Sun.; Louis F. Wood, R. S., 3 Welch Pl., Clinton.
- Textile Workers No. 892.* F. A. C. Bldg., 48 Wallace Av.; 2d and 4th Tues.; Miss Saima Ruuska, F. S., 17 Omena St.; Albert Lafreniere, B. A., 59 Tisdale St., Leominster.
- Theatrical Stage Employees No. 86.* F. A. C. Bldg., 48 Wallace Av.; 3d Sun.; F. J. Charlton, S., Box 158; H. A. Abbott, B. A., Leominster, Mass.
- Typographical No. 623.* C. L. U. Hall, 48 Wallace Av.; 1st Mon.; W. W. Farnsworth, F. S. and B. A., 31 Ash St.

Foxborough.

- Granite Cutters.* Louis W. Curry, Dist. Officer, Foxborough, Mass.
- Iron Molders No. 323 (Foxborough and Norwood).* (See Norwood.)

Framingham (SOUTH FRAMINGHAM).

- Barbers No. 389.* Liberty Blk.; C. L. U. Hall, 12 Howard St.; 2d and 4th Wed.; S. M. Secord, C., F. S., and B. A., Irving Sq., S. Framingham.
- Boot and Shoe Workers No. 19 (Mixed).* Eglis Hall, Irving St.; 2d and 4th Thurs.; Miss Elsie F. Clinton, F. S., 246 Waverly St., S. Framingham.
- Bricklayers, Masons, and Plasterers No. 51.* Porter Bldg., Irving Sq., S. Framingham; Mon.; Thomas B. Mulqueeney, F. and C. S., 80 Summer St., Natick.
- Carpenters No. 860.* C. L. U. Hall, 12 Howard St.; 1st and 3d Mon.; Robert S. Place, F. S., Box 1; Edward L. Hand, B. A., Box 21.
- Electrical Workers No. 104.* C. L. U. Hall, 12 Howard St.; Tues.; D. W. McKinnon, S., Winthrop St.
- Machinists: Hopedale Lodge No. 48.* By appointment; W. F. Mason, S., 26 Dennison Av.
- Musicians No. 393.* (See NATICK.)
- Painters, Decorators, and Paperhangers No. 563.* C. L. U. Hall, 12 Howard St.; 2d and 4th Mon.; O. U. Cheney, F. S., 10 Hollis St.; George J. Masterson, B. A., Concord St.
- Railroad Trainmen: Framingham Lodge No. 236.* K. of P. Hall, Smiths Blk., Irving Sq.; 1st Sat. and 3d Sun.; Fred Cahill, S. and B. A., 114½ Hollis St.
- Railway Clerks No. 194.* Foresters Hall, Hollis and Waverly Sts.; 4th Thurs.; Clifton E. Gasset, S. T., 3 Webster St.
- Street and Electric Railway Employees No. 620.* C. L. U. Hall, 12 Howard St.; 2d and 4th Thurs.; Francis E. Fletcher, R. S., 13 Main St.; W. C. Wright, B. A., Wellesley Hills, Mass.
- Telephone Operators No. 7A.* C. L. U. Hall, 12 Howard St.; 1st and 3d Thurs.; Miss Ruth L. Hannon, S., 51 Arlington St., Framingham.
- Typographical No. 495.* Framingham Printing Co. Office, Wilsonia Bldg.; 1st Thurs.; A. E. Fitzgerald, S., 4 Clark St.

Franklin.

- Carpenters No. 1230.* Red Men's Hall, Main St.; 1st Mon.; Lewis H. Crandall, R. S., 76 Cottage St.
- Molders No. 372.* Laundry Hall, Wachusett St.; Tues.; Joseph Z. Fafford, S., 17 Church Av.

Gardner.

- Barbers No. 550.* Wilcott's Barber Shop, 34 Parker St.; 1st Mon.; Fred H. Oakes, C. and F. S., and B. A., Baldwinville, Mass.
- Bartenders No. 370.* Ryans Hall, 46 Parker St.; 2d Sun.; John W. Rafferty, S. T. and B. A., 338 Elm St.
- Bricklayers, Masons, and Plasterers No. 44.* Ryans Hall, 46 Parker St.; 2d and 4th Wed.; John A. Mulcahy, C. S., 173 Temple St.
- Carpenters No. 570.* Ryans Hall, 46 Parker St.; 1st and 2d Thurs.; Peter Vaillancourt, R. S., 4 Moran St.

Local Trade Unions.

Gardner — Con.

- Molders No. 407.* Ryans Hall, 46 Parker St.; 2d Mon.; Everett L. Jacques, C. R., 362 W. Broadway; Eugene L. Murphy, B. A., 116 Winslow Av., Norwood.
- Painters, Decorators, and Paperhangers No. 771.* Moose Hall, Parker St.; 1st and 3d Mon.; Charles F. Hayman, acting R. S., 49 S. Main St.
- Plumbers No. 642.* Frank Moore, S., 391 W. Broadway.

GLOUCESTER.

- Barbers No. 375.* Odd Ladies Hall, 171 Main St.; 2d Wed.; James A. Larose, C. and F. S., 2 Duncan St.
- Bartenders No. 151.* I. O. O. F. Hall, 99 Main St.; 2d Sun.; Wilnot E. Dench, S. T., 20 E. Main St.
- Bricklayers and Plasterers No. 21.* Andrews Hall, 73 Main St.; 1st Wed.; Herman Sherburne, C. and R. S., Rockport, Mass.
- Carpenters No. 910.* Mansfields Hall, Main St.; 1st and 3d Mon.; Guy S. Swett, R. S., Bonds Hill; James MacDonald, B. A., Summit St.
- Cigar Makers No. 324.* 270 Main St.; 1st Tues.; Patrick J. Nally, F. S., 14 Short St.
- Electrical Workers No. 699.* Yates Hall, 163 Main St.; 1st and 3d Tues.; Sylvester D. Deering, R. S., 41 Western Av.
- Fish Skinners, Trimmers, Cutters, and Pressmen No. 14307.* Yates Hall, 163 Main St.; Fri.; Joseph G. Grace, R. S., 67 Friend St.
- Fish Splitters and Handlers No. 14270.* Yates Hall, 163 Main St.; Wed.; Daniel Morrison, S., 23 Highland St.
- Fish Workers No. 14317 (Women).* Manchester Unity Hall, 97 Main St., 1st and 2d Wed.; Miss Mary P. Silva, R. S., 70 Friend St.
- Granite Cutters: Cape Ann Branch (Gloucester and Rockport).* K. of P. Hall, Washington St., Lanesville; 3d Tues.; Hart Harris, C. S., 969 Washington St.
- Musicians No. 324 (Gloucester and Manchester).* Odd Ladies Hall, 171 Main St.; 2d Sun.; William B. Colby, S., 415 Main St.
- Painters No. 176.* Painters Hall, 92 Main St.; Fri.; John E. Carrigan, R. S., 551 Washington St.; Louis Francis, B. A., 7 Cross St.
- Painters, Decorators, and Paperhangers No. 1046.* Charles E. Miller, S., 8 Traverse St.
- Paving Cutters No. 52 (Lanesville).* Langsford Hall, Lanesville; 2d Fri.; Andrew G. Cederstrom, S., 1245 Washington St., Lanesville.
- Plumbers and Steamfitters No. 482.* Andrews Hall, 73 Main St.; 1st and 3d Tues.; Clarence Norman, R. S., 121 Main St.; H. A. Nichols, F. S., 23 Wheeler St.
- Quarry Workers No. 81.* Temperance Hall, 56 Langsford St.; 1st Fri.; Otto Karstunen, C. S., 25 Leverett St., Lanesville.
- Sail Makers No. 12751.* Yates Hall, 163 Main St.; 1st and 3d Wed.; William D. McCarthy, S. and B. A., 6 Blynman Av.

GLOUCESTER — Con.

- Ship Riggers No. 14336.* Yates Hall, 163 Main St.; George Roberts, F. S., 18 Maplewood Av.
- Street and Electric Railway Employees No. 270.* Yates Hall, 163 Main St.; 2d Tues.; W. J. Pratt, S., 16 Harrison Av.; W. F. Poole, B. A., Washington St.

Great Barrington.

- Bartenders No. 731.* Painters Hall, 3 Railroad St.; 2d Sun.; John J. Veeley, F. S. and B. A., Box 52.
- Bricklayers, Masons, and Plasterers No. 49.* Colombo Hall, Main St.; 1st and 3d Mon.; Patrick R. Noonan, C. S., Housatonic, Mass.; Charles Viola, B. A., Elm St.
- Carpenters No. 1045.* G. A. R. Hall, Bridge St.; 1st and 3d Tues.; Charles H. Bell, F. S., 631 S. Main St.
- Painters, Decorators, and Paperhangers No. 627.* Painters Hall, 3 Railroad St.; 1st and 3d Tues.; William A. McCarty, R. S., Housatonic, Mass.
- Plumbers and Steamfitters No. 529.* George A. Anderson, S., 24 Cottage St.

Greenfield.

- Barbers No. 265.* Sauter Bros. Barber Shop, 363 Main St.; 1st Mon.; John E. Kiston, C. and F. S., and B. A., Warner House (barber shop).
- Bartenders No. 147.* Commonwealth Hall, Main St.; last Sun.; Fred G. Rist, S. T., Mansion House; Thomas Hennessy, B. A.
- Boiler Makers: Franklin Lodge No. 517.* Foresters Hall, Bank Row; 2d and 4th Sat.; Timothy Scannell, R. S., 6 Russell St.
- Bricklayers and Plasterers No. 36.* Commonwealth Hall, Main St.; 1st and last Wed.; Peter Foley, R. S., 17 G St., Turners Falls.
- Carpenters No. 549.* Commonwealth Hall, Main St.; 2d and 4th Wed.; George A. Mason, R. S., 152 Birch St.
- Locomotive Engineers: Deerfield Valley Div. No. 112.* K. of P. Hall, Sheldon Blk., Main St.; 2d and 4th Sun.; Edwin Warren, S. T. and B. A., 51 Riddell St.
- Locomotive Firemen No. 549.* Commonwealth Hall, Main St.; 1st and 3d Tues.; L. E. Clakins, R. and F. S., 13 Grove St.
- Machinists No. 481.* Foresters Hall, Bank Row; 2d and 4th Mon.; J. H. Barnfather, R. S., 19 Prentiss Av.
- Machinists' Helpers No. 882.* Foresters Hall, Bank Row; 2d Fri.; P. H. O'Brien, S. T., and B. A., 172 Hope St.
- Maintenance of Way Employees No. 64.* (See NORTHAMPTON.)
- Painters, Decorators, and Paperhangers No. 844.* Socialists Hall, Taylor Blk., Main St.; 2d and 4th Fri.; John A. Cummings, F. S., 103 Wells St.
- Railroad Trainmen No. 426.* Foresters Hall, Bank Row; 1st and 3d Sun.; S. H. Davis, Treas., 77 High St.

Local Trade Unions.

Greenfield — Con.

- Railroad Workers: Greenfield Lodge No. 109.* Foresters Hall, Bank Row; 1st and 3d Wed.; O. R. Bourn, F. S. T., 21 Chapman St.
- Railway Clerks: Greenfield Lodge No. 33.* Socialists Hall, Taylor Blk., 236 Main St.; 3d Wed.; Kenneth M. Qua, R. S., 136 Conway St.
- Typographical No. 687.* 11 Miles St.; 1st Fri.; James H. Russell, S. T., 17 Oak St.

Hamilton.

- Carpenters No. 876.* Jones Blk., Main St., S. Hamilton; Wed.; P. W. Burton, R. S., Box 3, S. Hamilton; William Cook, B. A., 71 Washington St., Salem.

Hardwick.

- Paper Makers: Ware River Lodge No. 42* (Wheelwright). Social Club Hall, Hardwick Mill; 1st Sun.; W. H. Dailey, R. S., Wheelwright, Mass.

HAVERHILL.

- Barbers No. 391.* Labor Temple, 2 Gilman Pl.; 1st Thurs.; Placid E. Moran, C. and F. S. and B. A., 69 Essex St.
- Barbers Union, Independent.* 52 Washington St.; 1st Thurs.; Joseph Dack, S., 6 Emerson St.; Charles J. Wood, Pres.
- Bartenders No. 93.* Labor Temple, 2 Gilman Pl.; 4th Sun.; M. J. Flanagan, R. S., cor. Essex and Locust Sts.
- Brewery Workers No. 125.* (See LAWRENCE.)
- Bricklayers and Masons No. 17.* Labor Temple, 2 Gilman Pl.; Mon.; Daniel W. Cleary, C. S., Tyler Pk.
- Carpenters No. 82.* Labor Temple, 2 Gilman Pl.; Tues.; John F. McKay, R. S., 46 Central St., Bradford; C. R. McGuire, B. A.
- Cigar Makers No. 226.* Labor Temple, 2 Gilman Pl.; 3d Thurs.; E. A. Manning, S. T. and B. A., 59 Merrimack St.
- Cutters No. 191* (B. & S. W.). Labor Temple, 2 Gilman Pl.; Tues.; T. W. Penwell, B. A.
- Cutters No. 453.* (See *Sole Leather Cutters and Sorters*.)
- Cutting Die and Cutter Makers No. 310.* Labor Temple, 2 Gilman Pl.; 2d Wed.; Charles A. Meyers, R. S., 6 Worthen Pl.
- Edgemakers No. 436* (B. & S. W.). Labor Temple, 2 Gilman Pl.; Mon.; Warren F. Goldthwaite, S. T. and B. A.
- Electrical Workers No. 470* (Mixed). Labor Temple, 2 Gilman Pl.; 2d and 4th Fri.; H. A. LaPerle, R. S., 5 Hildale Av.; William F. Langton, B. A., 44 Chestnut St.
- Hat Finishers Association No. 2, United States Wool.* Labor Temple, 2 Gilman Pl.; 2d Thurs.; James P. Costello, S., 22 Kimball St., Bradford.
- Lasters No. 26* (B. & S. W.). Labor Temple, 2 Gilman Pl.; Thurs.; Warren F. Goldthwaite, S. T. and B. A.
- Laundry Workers No. 144.* Gilman Blk., Washington St.; 1st Wed.; A. J. Gaouette, R. S., 28 Lexington Av., Bradford.

HAVERHILL — Con.

- Machine Operators No. 1* (B. & S. W.). Labor Temple, 2 Gilman Pl.; 1st and 3d Wed.; Warren F. Goldthwaite, S. T. and B. A.
- Machine Workmen No. 1* (S. W. P.). S. W. P. Hall, 163 Merrimack St.; Wed.; S. J. Pothier, S.; Walter E. Rice, B. A.
- Moving Picture Machine Operators No. 256.* (See LAWRENCE.)
- Musicians No. 302.* Labor Temple, 2 Gilman Pl.; 1st Sun.; John W. Adams, S., 223 Main St.
- Newsboys Protective No. 14752.* Labor Temple, 2 Gilman Pl.; 1st and 3d Fri.; Morris Schafmaster, F. S., 45 Arch St., Pres. *pro tem.*; 44 Chestnut St.
- Packing Room Employees No. 471* (B. & S. W.). Labor Temple, 2 Gilman Pl.; Thurs.; Warren F. Goldthwaite, S. T. and B. A.
- Painters No. 517.* Labor Temple, 2 Gilman Pl.; 1st and 3d Tues.; E. A. Burnell, F. S., 37 Pleasant St., Bradford; William F. Langton, B. A., 44 Chestnut St.
- Plumbers, Gasfitters, Steamfitters, and Steamfitters Helpers No. 486.* Labor Temple, 2 Gilman Pl.; 1st and 3d Wed.; Thomas Preston, R. S., 20 Warren St., Bradford; William F. Langton, S. T. and B. A., 44 Chestnut St.
- Shoe Packers No. 287.* (See *Treers*.)
- Shoe Workers No. 98* (U. S. W.).
- Sole Leather Cutters and Sorters No. 453* (B. & S. W.). Labor Temple, 2 Gilman Pl.; 1st and 3d Tues.; Warren F. Goldthwaite, S. T. and B. A.
- Sole Leather Workers No. 341* (B. & S. W.). Labor Temple, 2 Gilman Pl.; last Thurs.; Warren F. Goldthwaite, S. and B. A.
- Stationary Firemen No. 307.* Labor Temple, 2 Gilman Pl.; 2d Tues. and 4th Sun.; Euriel N. Arsenaault, S. T., 266 Hildale Av.
- Steam Engineers No. 468.* Labor Temple, 2 Gilman Pl.; Thurs.; Willard A. Parker, R. S., 268 Salem St., Bradford; E. E. Humphrey, B. A., Box 31, Byfield, Mass.
- Stitchers No. 6* (Women) (B. & S. W.). Labor Temple, 2 Gilman Pl.; 2d and 4th Wed.; Warren F. Goldthwaite, S. T. and B. A.
- Street and Electric Railway Employees No. 503.* Labor Temple, 2 Gilman Pl.; 1st and 3d Thurs.; Clifford F. Widgren, R. S., 19 Davenport St.
- Teamsters No. 327.* Labor Temple, 2 Gilman Pl.; 2d and 4th Wed.; John O'Shea, C. S., 54 Bellevue Av.; John Macdougall, B. A.
- Theatrical Stage Employees.* (See LAWRENCE.)
- Treers No. 287* (B. & S. W.). Labor Temple, 2 Gilman Pl.; Mon.; Warren F. Goldthwaite, S. T. and B. A.
- Turn Workmen No. 2* (B. & S. W.). Labor Temple, 2 Gilman Pl.; 2d and 4th Tues.; Warren F. Goldthwaite, S. T. and B. A.
- Turn Workmen No. 2* (S. W. P.). S. W. P. Hall, 163 Merrimack St.; Tues.; S. J. Pothier, S.; Walter E. Rice, B. A.
- Typographical No. 38.* Labor Temple, 2 Gilman Pl.; 1st Tues.; James Reagan, R. and F. S.; Record Office, Locust St.

Local Trade Unions.

Hingham.

- Carpenters No. 424.* Carpenters Hall, Ford Bldg.; 2d and last Tues.; Howard Inman, R. S., Box 113; Leroy W. Beedle, B. A., 56 Hobart St., E. Braintree.
- Government Employees Branch No. 12.* A. O. H. Hall, South St.; 3d Tues.; Timothy C. Hawkes, S., 41 Beal St.
- Painters, Decorators, and Paperhangers No. 683.* Carpenters Hall, North St.; 2d Fri.; Philip C. Reilly, R. S., 31 Thaxter St.

Holbrook.

- Boot and Shoe Workers No. 78* (Mixed). Post Office Sq.; 1st and 3d Fri.; F. B. Diman, F. S. and T., L. B. 476.

Holliston.

- Boot and Shoe Workers No. 180* (Mixed). Foresters Hall; 1st Tues.; W. Francis Healey, Holliston, Mass.

HOLYOKE.

- Bakers No. 96.* Carpenters Hall, 437 High St.; 2d and 4th Sat.; Robert Fish, C. S., 177 Elm St.; Gottlieb Kamn, B. A.
- Barbers No. 545.* Carpenters Hall, 437 High St.; 1st and 3d Wed.; Henry J. Parent, C. and F. S., 20 Newton St.
- Bartenders No. 81.* Carpenters Hall, 437 High St.; 2d and 3d Sun.; T. F. Vigneux, Pres., 275 Appleton St.
- Boot and Shoe Workers No. 272* (Shoe Repairers). Caledonian Hall, 189 High St.; 1st and 3d Tues.; James T. Cahill, S., 473 High St.
- Brewery Workmen No. 123.* Hibernian Hall, John St.; 2d and 4th Wed.; Matthew Bresnahan, R. S., 145 Sargeant St.
- Bricklayers, Masons, and Plasterers No. 2.* Carpenters Hall, 437 High St.; Mon.; John F. Johnson, S., 825 High St.
- Building Laborers No. 5.* Hibernian Hall, John St.; Mon.; Timothy J. Tierney, C. S., 343 High St.
- Carpenters No. 390* (French). Monument National Hall, 180 Appleton St.; Thurs.; Joseph Archambeault, R. S., 20 Hampshire St.
- Carpenters No. 656* (English). Carpenters Hall, 437 High St.; Mon.; Arthur J. Forgette, R. and C. S., 40 Ely St.; John Cronin, B. A.
- Carpenters No. 1350* (Millwrights and Shop Men). Carpenters Hall, 437 High St.; Fri.; J. M. Prilay, F. S., 83 Jackson St.; John Cronin, B. A.
- Carpenters No. 1881* (Shop men). Archie Hunter, F. S., Box 98, R. F. D. No. 2.
- Cigar Makers No. 51.* Monument National Hall, 180 Appleton St.; 2d Mon.; Charles O. Bernier, R. and F. S., 50 Lyman St.
- Cloth Pressmen No. 736.* Caledonian Hall, 189 High St.; 4th Tues.; Peter Peterson, S., 6 McKinstry Av., Chicopee.
- Coal Teamsters and Helpers No. 198.* Hibernian Hall, John St.; 1st and 3d Wed.; P. J. Murphy, S., 99 Beech St.

HOLYOKE — Con.

- Cooks and Waiters No. 619.* Carpenters Hall, 437 High St.; 2d and 4th Tues.; Clarence Smith, F. S., 202 High St.; Fred C. Anderson, Pres., 180 Sargeant St.
- Electrical Workers No. 707.* Red Men's Hall, 205 High St.; 2d and 4th Mon.; Ralph E. Denver, R. S., 141 Nonotuck St.
- Gas Workers No. 14692.* Spinners Hall, 189 High St.; 1st and 3d Sun.; M. J. Hennessey, F. S., 65 Prospect St., Springfield.
- Granite Cutters* (Holyoke, Springfield, and Vicinity). Carpenters Hall, 437 High St.; 3d Fri.; Alexander Macdonald, S. T. and B. A., 10 Bristol Pl.
- Horseshoers No. —.* Spinners Hall, 189 High St.; 1st and 3d Wed.; James Farrell, S.
- Iron Molders No. 115.* Monument National Hall, 180 Appleton St.; 2d and 4th Fri.; Michael A. Connor, C. S., 815 Dwight St.; James A. Loveday, B. A., 103 Ann St., Hartford, Ct.
- Lathers No. 31.* Monument National Hall, 180 Appleton St.; 1st and 3d Wed.; Eugene Bibeau, F. S., 72 N. Bridge St.
- Lithographers No. 21.* (See SPRINGFIELD.)
- Loomfixers No. 907.* Monument National Hall, 180 Appleton St.; 1st and 3d Fri.; Thomas Price, S., 35 Commercial St.
- Machinists No. 410.* Mule Spinners Hall, 189 High St.; 1st and 3d Fri.; John P. Bleasius, C. S., 34 Hitchcock St.
- Meat Cutters and Butcher Workmen No. 524.* Temperance Hall, Maple St.; 2d and 4th Tues.; George Ross, S., 123 Chestnut St.
- Moving Picture Operators No. 382.* Carpenters Hall, 437 High St.; 2d and 4th Sun.; Bernard Goddard, S., 59 Bowen St.
- Mule Spinners.* Caledonian Hall, 189 High St.; 2d Mon.; Edward Ryan, S., Box 253.
- Musicians Protective No. 144.* City Band Hall, 344 Dwight St.; 1st Sun.; Fred F. West, S. T., 694 Dwight St.
- Painters, Decorators, and Paperhangers No. 253.* Carpenters Hall, 437 High St.; Tues.; James Hynd, R. S., 598 Hampden St.; Albert Lamarsh, B. A., 304 High St.
- Paper Makers: Eagle Lodge No. 1.* (Machine Beaters and Helpers.) Caledonian Hall, 189 High St.; 1st and 3d Sun.; William Burnett, Jr., S., 680 High St.
- Paper Makers: Eagle Lodge No. 1, Division No. 2* (Loft men). Spinners Hall, 189 High St.; 2d and 4th Fri.; Thomas J. Fitzpatrick, F. S., 96 Beech St.
- Paper Makers: Eagle Lodge No. 1, Division No. 3* (Finishers). Caledonian Hall, 189 High St.; 2d and 4th Sun.; William Costello, C. and F. S., 90 N. Bridge St.
- Pattern Makers Association.* (See SPRINGFIELD.)
- Plumbers and Gasfitters No. 233.* Carpenters Hall, 437 High St.; 2d and 4th Mon.; F. R. Elting, S. T., 2 River Ter.; John Cronin, B. A.
- Printing Pressmen and Assistants No. 45.* Telegram Bldg.; 1st Tues.; W. J. Spenlinhauer, S., 55 Sargeant St.

Local Trade Unions.

HOLYOKE—Con.

- Rag Room Workers, Division 4: Eagle Lodge of Paper Makers.* Spinners Hall, 189 High St.; Sat.; Mrs. Kate Aldread, Pres., 80 Bridge St.
- Railroad Freight Handlers Division No. 19.* Caledonian Hall, 189 High St.; 3d Fri.; John P. O'Leary, S. T., 203 Lyman St.
- Railroad Trainmen No. 557.* Red Men's Hall, 205 High St.; 1st and 3d Sun.; Edgar Mew, S., 43 Newton St.
- Railway Clerks No. 128.* Caledonian Hall, 189 High St.; 3d Tues.; M. J. Sullivan, C. and R. S., 66 Mosher St.
- Roofers No. 42, Slate and Tile.* (See SPRINGFIELD.)
- Rubber Tire Workers No. 14671.* (See CHICOPEE.)
- Sheet Metal Workers No. 155.* Carpenters Hall, 437 High St.; 2d and 4th Wed.; James J. Dowd, C. and R. S., 115 West St.
- Stationary Firemen No. 4.* A. O. H. Hall, John St.; Tues.; Charles R. Moreau, F. S., 605 Bridge St.
- Steam Engineers No. 466.* District Council Hall, 437 High St.; 1st and 3d Mon.; Alcide Vian, R. S., 46 Center St.; John Cronin, B. A.
- Steamfitters and Helpers No. 622.* Caledonian Hall, 189 High St.; Tues.; Robert Leske, F. S., Prospect St., W. Springfield; John Cronin, B. A., 437 High St.
- Stone Cutters.* (See SPRINGFIELD.)
- Street and Electric Railway Employees No. 537.* Carpenters Hall, 437 High St.; 2d and 4th Thurs.; Frederick G. Keller, R. and C. S., 975 Dwight St.
- Tailors No. 245.* Red Men's Hall, 205 High St.; 1st and 3d Mon.; Joseph Milos, Pres., 128 Lyman St.
- Telephone Operators No. 4A.* Spinners Hall, 189 High St.; 1st and 4th Thurs.; Miss Mary Daly, R. S., 18 Lynwood Av.; Miss Mary O'Donnell, B. A., 94 Beech St.
- Theatrical Stage Employees No. 89.* Carpenters Hall, 437 High St.; 1st Sun.; A. L. Lamarsh, Pres., 304 High St.; Michael J. Crane, B. A., 185 Lyman St.
- Typographical No. 253.* Caledonian Hall, 189 High St.; 4th Mon.; Charles T. Fahey, S. T., 31 Pearl St.
- Wire Weavers Benevolent and Protective Association: Eastern Division.* (See SPRINGFIELD.)
- Wool Sorters No. 7.* Carpenters Hall, 437 High St.; 3d Fri.; John T. Freeman, R. S., 7 Hampshire St.

Hudson.

- Carpenters No. 400.* Pythian Hall, Main St.; 2d and 4th Tues.; George E. Bryant, F. S., 176 Washington St.
- Lasters No. 28* (U. S. W.). Bancroft Bldg., Main St.; Tues.; James Nevins, S., 134 River St.
- Telephone Operators No. 10A.* (See MARLBOROUGH.)
- Typographical No. 281.* (See MARLBOROUGH.)

Hull.

- Carpenters No. 1645.* Marshall Hall, B St.; 1st and 3d Wed.; W. W. Reddie, R. S., 56 Main St.; Leroy W. Beedle, B. A., 56 Hobart St., E. Braintree.

Ipswich.

- Carpenters No. 1159.* A. O. U. W. Hall, S. Main St.; Fri.; Rodney C. Bamford, R. S., 47 Washington St.; Michael O'Brien, B. A., 71 Washington St., Salem.
- Granite Cutters.* Robert J. Bruce, R. S., 8 Brownsville St.

LAWRENCE.

- Barbers No. 235.* Red Men's Hall, 272 Essex St.; 4th Mon.; Joseph E. Bradley, C. and F. S., 682 Essex St.; David Spitzburg, B. A., 356 Park St.
- Bartenders No. 90.* Spanish War Veterans Hall, 2 Saratoga St.; 1st and 3d Sun.; during July, Aug., and Sept. 1st Sun. only; Jere. P. Sullivan, R. S., 351 Chestnut St.
- Bottlers and Drivers No. 119.* Franco-American Hall, 253 Lowell St.; 1st and 3d Sun.; Rudolph Bernard, F. S. and B. A., 391 Lowell St.; A. P. Casavant, R. S., 348 Lowell St.
- Brewery Workers No. 125.* Bavarian Hall, 41 Knox St.; 4th Mon.; John J. Ford, S., 74 Myrtle St.;
- Bricklayers and Masons No. 10.* 326 Common St. Mon.; Edward LaGrange, C. S., 5 Bailey St.; Joseph Holland, F. S., 293 Lowell St.
- Building Laborers No. 175.* Paul Chabis Hall, 109 Oak St.; 2d Sun.; Calogero Fratellone, F. S. and B. A., 211 Oak St.
- Building Laborers No. 228.* Painters Hall, 184 Broadway; 1st and 3d Wed.; Bernard O'Neil, F. S., 98 Tremont St.
- Carpenters No. 111.* Franco-American Hall, 172 Broadway; Tues.; Joseph Labelle, F. S., 16 Broadway Av.
- Carpenters No. 551* (French). Franco-American Hall, 253 Lowell St.; Fri.; Samuel Lemay, R. S., 201 Lowell St.
- Carpenters No. 1092.* Mule Spinners Hall, 184 Broadway; 2d and 4th Thurs.; James R. Menzie, R. S., 440 Haverhill St.
- Carpenters No. 1566* (German). 44 Park St.; 2d and 4th Wed.; Konrad Wutzgall, R. S., 354 Howard St.
- Carpenters No. 1896* (Box Makers). Franco-American Hall, 253 Lowell St.; 2d and 4th Tues.; George Pelletier, R. S., 16 Wendell St.
- Coal Teamsters, Chauffeurs, and Helpers No. 646.* Spanish War Veterans Hall, 2 Saratoga St.; 1st and 3d Sun.; Harry Agnew, R. S., 93A Margin St.
- Dyers and Finishers No. 784.* Mule Spinners Hall, 184 Broadway; 1st and 3d Sun.; Martin M. Welch, S., 61 Bennington St.
- Engineers No. 778, Amalgamated Society of.* Essex House, Essex St.; alt. Tues.; George S. Bowyer, S., 55 Allston St.

Local Trade Unions.

LAWRENCE — Con.

Granite Cutters: Lawrence Branch. Franco-American Hall, 172 Broadway; 3d Tues.; Thomas McLoughlin, S. T., 64 Oakland Av., Methuen.

Hoisting and Portable Engineers No. 295. 288 Essex St.; Mon.; D. C. Bunker, F. S., 105 Haverhill St.

Lathers No. 90, Wood, Wire, and Metal. Saunders Hall, 246 Essex St.; Mon.; Edward Nicholson, Pres., 74 Union St.

Loomfixers No. 18. 57 Margin St.; 1st and 3d Mon.; George G. Smith, F. S., 57½ Oakland Av., Methuen.

Machinists: Lincoln Lodge No. 172. Bugbee Hall, 288 Essex St.; 1st and 3d Thurs.; Albert E. Samuels, R. S., 50 Fulton St.; Roscoe L. Hall, B. A., 35 Munroe St., Lynn.

Molders No. 83. Spanish War Veterans Hall, 2 Saratoga St.; 1st and 3d Thurs.; John F. Kenney, C. R., 75 Bromfield St.; Eugene L. Murphy, B. A., 116 Winslow Av., Norwood.

Moving Picture Machine Operators No. 256 (Lawrence, Haverhill, and Vicinity). C. L. U. Hall, 184 Broadway, Lawrence; 1st Tues.; alternately in Lawrence and Haverhill; Charles P. Roche, S. T., 2 Clyde Lane; Dave Zermonsky, B. A., care of Y. M. C. A.

Mule Spinners Association No. 7. Mule Spinners Hall, 184 Broadway; 2d and 4th Fri.; Edward Lane, S., 11 Bodwell St.

Musicians No. 372. Elks Hall, 234 Essex St.; 1st Sun.; Max Kreysig, R. S., 186 Bailey St.

Painters and Decorators No. 44. Painters Hall, 184 Broadway; Mon.; Albert Noble, Pres. and B. A., 42 Texas Av.

Paper Makers No. 3. Bugbee Hall, 288 Essex St.; 4th Sun.; John Rae, R. S.; Edward F. Hogan, Pres., 217 Abbott St.

Pattern Makers Association. Painters Hall, 184 Broadway; 3d Thurs.; W. M. Priest, S., 73 Abbott St.; Thomas E. Burns, B. A., 190 Farnham St., S. Lawrence.

Plasterers No. 102. Hoisting Engineers Rooms, 288 Essex St.; 2d and 4th Tues.; W. J. Mahoney, S. T., 133 Margin St.

Plumbers and Steamfitters No. 283. Bugbee Hall, 288 Essex St.; 1st and 3d Fri.; Harry Halstead, S. T., 20 Bromfield St.

Printing Pressmen No. 89. Essex House, Essex St.; 1st Wed.; Thomas Hay, S. T. and B. A., 68 Newbury St.

Railroad Trainmen: Merrimac Valley Lodge No. 688. Black Prince Hall, 288 Essex St.; 2d and 4th Sun.; Charles W. Morgan, S. and B. A., 152 Berkeley St.

Railway Clerks: Lawrence Lodge No. 85. Franco-American Hall, 253 Lowell St.; 1st Thurs.; J. L. Johnson, S., 14 Stevens St.

Stationary Firemen No. 18. Mule Spinners Hall, 184 Broadway; 2d Sun. and 4th Wed.; William Dawson, R. S., 94 Boxford St.; Jeremiah Cronin, Pres., 133 Park St.

Stereotypers No. 75. Mule Spinners Hall, 184 Broadway; William M. Coutts, S. T., 56 Coolidge St.

LAWRENCE — Con.

Street and Electric Railway Employees No. 261. Mule Spinners Hall, 184 Broadway; 2d and 4th Thurs.; George Mingins, S. T., 49 Harold St., N. Andover; Michael F. Fitzgerald, Pres., 43 Riverview St., N. Andover.

Textile Workers No. 20 (I. W. W.). Lexington Hall, 182 Lawrence St.; 2d and 4th Wed.; C. L. Pingree, S.

Theatrical Stage Employees No. 111 (Lawrence and Haverhill). Black Prince Hall, 288 Essex St.; 2d Sun.; T. J. Moriarty, S. T., 33 Durham St.; Fred Reynolds, B. A., Colonial Theatre.

Typographical No. 51. Chamber of Commerce Rooms, Bay State Bldg.; 1st Sun.; Joseph H. Marquis, S. T., 52 Brookfield St.

Wool Sorters No. 3. Spanish War Veterans Hall, 2 Saratoga St.; 2d and 4th Mon.; George C. Atkinson, R. S., 14 Dewey St., Methuen.

Lee.

Carpenters No. 1427. Central Hall, Main St.; 2d and 4th Wed.; M. J. Carty, F. S., Box 32, Lenoxdale.

Paper Makers: Berkshire Local No. 78. Odd Fellows Hall, Lenoxdale; 1st and 3d Sun.; John S. Boyne, C. S. and B. A., Box 581.

Stone Cutters No. 24. Foresters Hall, Main St.; 2d and 4th Mon.; Thomas McGregor, C. S., Box 261.

Lenox.

Bricklayers, Masons, and Plasterers No. 16. O'Briens Hall, Lenoxdale; 2d and 4th Thurs.; M. J. Tormey, C. and F. S., Box 143, Lenoxdale.

Carpenters No. 370. Town Hall, Walker St.; 1st and 3d Tues.; John Darey, R. S., Box 10; William H. Clarke, B. A., Box 217.

Painters, Decorators, and Paperhangers No. 378. Town Hall, Walker St.; 1st and 3d Thurs.; M. B. Leary, F. S., Box 133; William P. Kirby, B. A.

Plumbers and Steamfitters No. 306. Town Hall, Walker St.; 4th Fri.; James B. Murtha, R. S.

Leominster.

Barbers No. 518. 27 Mechanic St.; 1st Thurs.; Archillus La Brecque, C. and F. S., 14 Mechanic St., Lowell.

Carpenters No. 794. Foresters Hall, Monument Sq.; 1st and 2d Tues.; J. N. Thibaudeau, R. S., 121 Second St.; Albert Lafreniere, B. A., 59 Tisdale St.

Hod Carriers No. 137. Pasquale Celli, S., 51 Cedar St.

Stationary Firemen No. 322. E. F. Foster, S., 22 Prescott St.

Street and Electric Railway Employees No. 22. (See WORCESTER.)

Typographical No. 623. (See FITCHBURG.)

Local Trade Unions.

Lexington.

Retail Clerks No. 1318. G. A. R. Hall, Massachusetts Av.; 2d Mon.; Oscar Needham, C. and F. S. and T., 151 Massachusetts Av.

LOWELL.

Barbers No. 323. Cotton Spinners Hall, 22 Middle St.; last Mon.; Martin J. Hoar, C. and F. S., 571 Gorham St.

Bartenders No. 85. Weavers Hall, 32 Middle St.; 1st Sun.; John J. Quirk, S. and B. A., 42 Seventh St.

Beer Drivers No. 117. Spinners Hall, 22 Middle St.; 2d Tues.; James M. McMahon, R. S., 42 Boston Rd.

Blacksmiths and Helpers No. 57. P. E. McLarn, S., 18 Royal St.

Boiler Makers No. 371. 22 Middle St.; 2d and 4th Wed.; J. J. Cunningham, R. S., 656 Gorham St.

Boot and Shoe Workers No. 485 (Mixed). Carpenters Hall, Runels Bldg.; 2d and 4th Wed.; Louis J. Ferland, F. S., 256 W. Sixth St.

Bottlers No. 190. Cotton Spinners Hall, 22 Middle St.; 2d Mon.; James J. Casey, S. T., 815 Chelmsford St.; Charles Ryan, B. A., care of Harvard Brewing Co.

Brewery Workmen No. 318. German Hall, 60 Plain St.; 2d Sun.; William Stroebel, S., 112 Marshall Rd.

Bricklayers No. 31. 32 Middle St.; Fri.; Alexander Ray, F. and C. S., 536 Beacon St.

Brussels and Wilton Carpet Weavers. O. U. A. M. Hall, Middle St.; last Fri.; Edward F. Bradley, S., 4 Olive St.

Building Laborers No. 1. Labor Hall, 32 Middle St.; Tues.; Patrick Coughlan, R. S., 240 Church St.

Carpenters No. 49. Carpenters Hall, Runels Bldg.; Tues.; B. B. Golden, Pres., 29 Fulton St.; Michael A. Lee, B. A., 74 Fourth St.

Carpenters No. 1468 (Millmen). Carpenters Hall, Runels Bldg.; 2d and 4th Fri.; John Shaw, R. S., 35 Smith St.; Michael A. Lee, B. A., 74 Fourth St.

Carpenters No. 1610 (French). Carpenters Hall, Runels Bldg.; Wed.; Alfred A. Beauchesne, R. S., 132 Gershom Av.; Michael A. Lee, B. A., 74 Fourth St.

Cigar Makers No. 255. C. L. U. Hall, 32 Middle St.; 1st Wed.; Thomas F. Garvey, F. S., 72 Lilley Av.

City Teamsters No. 87. Odd Fellows Hall, 82 Middlesex St.; 1st Mon.; Francis J. Kierce, S. T., 34 Lyon St.

Cotton Weavers Protective Association No. 26. Labor Hall, 32 Middle St.; 1st and 3d Mon.; Mrs. Annie Reagan, F. and C. S., 206 South St.

Dresser Tenders No. 931. Labor Hall, 32 Middle St.; 2d and 4th Mon.; Wilfred Doyon, S. T., 17 Beaver St.

Electrical Workers No. 588. Rm. 6, 219 Central St.; Fri.; Joseph F. Hurley, F. S., 32 Second St.

Granite Cutters: Lowell Branch. Good Templars Hall, 701 Gorham St.; last Fri.; James J. Dunn, S., Ellsworth St.

LOWELL — Con.

Lathers No. 246. Building Laborers Hall, 32 Middle St.; 1st and 3d Mon.; J. W. Howard, Pres. and B. A., 38 Nottingham St.

Leather Workers Protective Union. Leather Workers Hall, 243 Central St.; 1st and 3d Tues.; William F. Liston, S. and B. A., 368 Concord St.

Loomfixers No. 734 (Cotton). Carpenters Hall, Runels Bldg.; Mon.; Moses L. Daigle, S. T. and B. A., R. F. D. No. 2.

Machinists No. 138. Cotton Spinners Hall, 22 Middle St.; 2d and 4th Fri.; Edwin F. Young, R. S., Box 323.

Machinists: Old Homestead Lodge No. 319 (Railroad.) Odd Fellows Hall, Colonial Bldg., Middlesex St.; 1st and 3d Thurs.; Frank E. Cameron, R. S., 242 Appleton St.

Machinists No. 329. Cotton Spinners Hall, 22 Middle St.; Thurs.; James McGrail, F. S., 9 Dane St.

Machinists' Helpers No. 972. I. O. O. F. Hall, Middlesex St.; 2d and 4th Thurs.; Herman Gauthier, R. S., 167 Liberty St.; W. A. Sumner, F. S., 38 Branch St.

Maintenance of Way Employees: Lowell Lodge No. 85. Grafton Hall, 212 Merrimack St.; 2d Sat.; Albert E. Richardson, S. T. and B. A., 48 Barclay St.

Metal Polishers and Buffers No. 103. Trades and Labor Hall, 32 Middle St.; 2d Tues.; Joseph Carter, F. S., 130 Hale St.

Molders No. 85. Cotton Spinners Hall, 22 Middle St.; 1st and 3d Mon.; Charles E. Anderson, C. R., 7 Bowden St.; Eugene L. Murphy, B. A., 116 Winslow Av., Norwood.

Moving Picture and Projecting Machine Operators No. 590. Cotton Spinners Hall, 22 Middle St.; last Wed.; Sidney C. Barton, S., Box 854; Charles J. Larue, B. A., Box 854.

Mule Spinners. Cotton Spinners Hall, 22 Middle St.; 3d Fri.; Joseph F. Ashton, S.

Municipal Employees No. 14265. Union Hall, Middle St.; 2d and 4th Mon.; Edward L. Mealey, R. S., 80 Union St.; John Copley, B. A., 3 Rundletts Ct.

Musicians No. 83. 219 Central St.; 2d Sun.; Harry E. Clay, S. T., 12 Orford St.; Harry McKinley B. A., 15 Orford St., and Thomas Hannifin, B. A., 15 Sargent St.

Painters, Decorators, and Paperhangers No. 39. Carpenters Hall, Runels Bldg.; Thurs.; Albert C. Barker, R. S., 176 Crosby St.

Pattern Makers Association (Branch of Boston Association). Odd Fellows Temple, 82 Middlesex St.; 1st, 3d, and 5th Fri.; J. S. Johnston, R. S., 183 Liberty St.

Paving Cutters No. 144. John A. Chapman, S., 64 Branch St.

Plasterers No. 45. Trades and Labor Hall, 32 Middle St.; 1st and 3d Fri.; Frank Warnock, S. T., 13 Wamecit St.

Plumbers No. 400. Union National Bank Bldg., 61 Merrimack St.; 1st and 3d Fri.; John Andrews, R. S., 8 Whipple St.; Denis J. Pendergast, F. S. and T., 34 Phillips St.

Local Trade Unions.

LOWELL — Con.

- Printing Pressmen No. 109.* Cotton Spinners Hall, 22 Middle St.; last Tues.; James A. Flynn, S. T. and B. A., 12 Cedar St.
- Railroad Freight Handlers No. 189.* Trades and Labor Council Hall, 32 Middle St.; 3d Sun.; Denis Regan, Pres., 49 Franklin St.
- Railroad Station Employees No. 2.* Odd Fellows Hall, 82 Middlesex St.; last Fri.; William J. Flanagan, R. and F. S., 16 Fernald St.
- Railroad Trainmen: Spindle City Lodge No. 233.* I. O. O. F. Hall, 82 Middlesex St.; 2d Sun. and last Fri.; J. M. Ward, S. and B. A., 165 Walker St.
- Railroad Workers No. 191.* Mansur's Bld., 97 Central St.; 1st and 3d Thurs.; John A. Burke, R. S., 81 Lane St.
- Railway Carmen No. 135.* Good Templars Hall, 701 Gorham St.; 1st Fri.; Malcolm Morrison, R. S., 48 London St.
- Railway Clerks: Lowell Lodge No. 94.* Freight house, Maple St.; last Thurs.; Joseph L. Cunningham, S. T., 109 Mammoth Rd.
- Railway Clerks: Spindle City Lodge No. 108.* I. O. O. F. Hall, 82 Middlesex St.; 1st Mon.; Fred G. Osgood, S. T., 41 May St.
- Ring Spinners Fixers Association No. 875.* Trades and Labor Council Hall, 32 Middle St.; Wed.; Bernard James, F. and R. S., 81 Mt. Vernon St.
- Sheet Metal Workers No. 242.* I. O. O. F. Hall, 82 Middlesex St.; 2d and 4th Tues.; Patrick Carroll, F. S., 56 Claire St.
- Stationary Firemen No. 14.* Trades and Labor Council Hall, 32 Middle St.; 2d Thurs. and 4th Sun.; John W. Downing, C. and R. S. and T., 4 W. Eleventh St.
- Steam Engineers No. 552.* Republican Headquarters Hall, 36 Central St.; Wed.; Elias A. Mooney, S., 222 High St.; John H. Smith, Pres., 56 Fourth St.
- Steamfitters, Sprinkler Fitters and Gasfitters No. 499.* Plumbers Hall, Union Bank Bldg., Merrimack St.; 1st and 3d Wed.; Alfred L. Gustafson, R. S. and B. A., 236 School St.
- Stereotypers No. 75.* (See LAWRENCE.)
- Street and Electric Railway Employees No. 280* (Lowell). Runels Hall, Merrimack Sq.; 2d and 4th Tues.; Fred Crowley, Pres., 1097 Lakeview Av.
- Street and Electric Railway Employees No. 551* (N. Chelmsford, Collinsville and Dracut). Runels Bldg., Merrimack Sq.; 1st and 3d Tues.; Edward D. Tueke, Jr., R. S., Box 175, N. Chelmsford; Samuel Lloyd, B. A., rear 90 Corey St.
- Tailors No. 103.* Trades and Labor Council Hall, 32 Middle St.; 1st Tues.; Charles A. Keefe, R. S., 3 Pleasant St.
- Teamsters No. 72, Coal.* Trades and Labor Council Hall, 32 Middle St.; 1st Mon.; John Taylor, R. S., 231 Perry St.; William McDougal, B. A., Haverhill, Mass.
- Teamsters No. 88* (Board of Health). I. O. O. F. Hall, 82 Middlesex St.; 4th Sun.; John J. Wallace, R. S., 53 Walker St.

LOWELL — Con.

- Theatrical Stage Employees No. 36.* Labor Hall, 32 Middle St.; 2d Fri.; John W. Buey, C. S., 14 Dodge St.
- Typographical No. 310.* G. A. R. Hall, Merrimack St.; 3d Sat.; Fred A. Spead, S. T., 23 Whitney Av.
- Weavers No. 813* (Polish) (U. T. W.). Labor Hall, 32 Middle St.; 3d Sun.; Bartłomiej Witkos, S., 33 Front St.
- Wool Sorters No. 5.* I. O. O. F. Temple, 82 Middlesex St.; 1st and 3d Tues.; Richard Porter, R. S., 195 Hale St.

Ludlow.

- Textile Workers No. 720* (U. T. W.). Pulaski Hall, Parker St.; 1st Mon.; Jan Fierlit, F. S. and B. A., Box 472.
- Spinners No. 877.* Masonic Hall, 28 Winsor St.; 3d Thurs.; Miss Margaret Cleary, C. and R. S., Elm St.
- Weavers No. 763* (U. T. W.). Bay and Main Sts.; 1st Fri.; I. LaValley, Pres. and B. A., 13 Cedar St., Indian Orchard.

LYNN.

- Bakers No. 182.* Carpenters Hall, 62 Munroe St.; 2d and 4th Sat.; Cecil E. Peterson, R. S. and B. A., 13 Washington St.
- Bakers No. 183* (Hebrew). Socialist Hall, 120 Market St.; 2d and 4th Fri.; J. Latterman, C. S., 75 Flint St.
- Barbers No. 347.* 120 Market St.; 2d Wed.; Frank Rogers, C. and F. S. and B. A., 50A Rockaway St.
- Bartenders No. 86.* 35 Munroe St.; 1st Sun.; John J. Griffin, S. T., 70 Adams St.
- Blacksmiths and Helpers No. 107.* 35 Munroe St.; 2d and 4th Thurs.; Frank Cooper, S., 8 Madison St., E. Lynn.
- Boot and Shoe Workers No. 205* (Mixed) (B. & S. W.). Sharon Hall, 61 Exchange St.; 1st Thurs.; John D. Dullea, F. S. and B. A., Box 532.
- Bottom Finishers and Buffers No. 2* (U. S. W.). Lasters Hall, 34 Andrew St.; alt. Mon.; Charles O. Whidden, F. S., 10 Central Sq.; John F. Madden, B. A.
- Bricklayers and Plasterers No. 12.* 26 Munroe St.; Thurs.; Thomas Gavin, C. S., 301 Washington St.
- Building Laborers No. 290.* 26 Munroe St.; Mon.; John Carney, S. T.; Neil MacDonald, B. A., 62 Munroe St.
- Button Hole Operators, Finishers, Buttoners, and Eye-leters No. 38* (U. S. W.). Fuller Bldg., 10 Central Sq.; 2d and 4th Tues.; Charles O. Whidden, F. S.; Miss May Eisenman, B. A., 58 Jefferson St.
- Carpenters No. 595.* Carpenters Hall, 62 Munroe St.; Thurs.; Leonard G. Newman, R. S., 55 Prospect St.; A. W. Clark, B. A.

Local Trade Unions.

LYNN — Con.

Carpenters No. 1767 (Millmen). Carpenters Hall, 62 Munroe St.; 2d and 4th Wed.; James W. Ritchie, F. S., 300 Lynnfield St., E. Lynn.; A. W. Clark, B. A., Grant St.

Cement Workers No. 166. Socialist Hall, 120 Market St.; 1st and 4th Thurs.; Charles E. Jefferson, R. S. and B. A., 63 Vermont Av., E. Lynn.

Cigar Makers No. 65. Painters Hall, 127 Oxford St.; 1st Thurs.; George G. Carlson, F. S., 29 Andrew St.

City Employees No. 600. Emmet Hall, 120 Market St.; 2d and 4th Mon.; Michael J. McGuire, S. T., 34 Bulfinch St.

Cutters No. 62 (U. S. W.). Fuller Blk., 10 Central Sq.; Thurs.; James P. Coleman, R. S.; William Blaisdell, B. A.

Cutters No. 99 (B. & S. W.). Sharon Hall, 61 Exchange St.; 4th Thurs.; John D. Dullea, F. S. and B. A., Box 532.

Die Cutters No. 304. Lasters Hall, 34 Andrew St.; 1st Thurs.; Frank Sheehan, R. S., 92 Grant St.

Edgemakers Independent No. 1. Walcott Hall, 158 Market St.; Tues.; W. H. Peabody, R. S., 11 Rockdale Av., Peabody; John Gilbo, B. A.

Electrical Workers No. 244 (Linemen). 120 Market St.; 1st and 3d Fri.; George L. Hall, S., 469 Western Av.

Electrical Workers No. 377. Carpenters Hall, 62 Munroe St.; 2d and 4th Mon.; R. E. Roberts, F. S., 15 Aborn Pl.; Neil MacDonald, B. A.

Engineers, Amalgamated Society of: Lynn Branch No. 886. Columbia Hall, Federal Sq.; alt. Tues.; Frederick Moseley, S., 14 Tidd St., Swampscott.

Goodyear Operators Independent No. 1. Walcott Hall, 158 Market St.; 2d and 4th Mon.; John D. Reardon, S. T. and B. A.

Goodyear Operators No. 289 (B. & S. W.). Sharon Hall, 61 Exchange St.; 4th Tues.; John D. Dullea, F. S., Box 532.

Granite Cutters: Lynn Branch. St. Jean Baptiste Hall, 62 Munroe St.; 3d Mon.; Timothy Keane, F. S. T., 161 Tracy Av., E. Lynn.

Grocery and Provision Clerks, Independent. Sharon Hall, 61 Exchange St.; 1st and 3d Tues.; Leo Beauchamp, S., 110 Hollingsworth St.; Frank A. Sutton, B. A., 6 Putnam Pl.

Heel Workers Independent No. 1. Walcott Hall, 158 Market St.; 1st and 3d Mon.; Clay C. Crowe, F. S. and B. A.

Hotel and Restaurant Employees No. 329. 35 Munroe St.; 2d and 4th Tues.; James W. Day, S. and B. A., 324 Union St.

Laborers Protective No. 14728 (Gas House Employees). C. L. U. Hall, 35 Munroe St.; 1st and 3d Wed.; Andrew J. Connolly, S., 149 Shepard St., W. Lynn.

Lasters No. 1 (U. S. W.). Lasters Hall, 34 Andrew St.; Wed.; Charles O. Whidden, F. S., 10 Central Sq.; John F. Coyle, B. A.

Lasters No. 32 (B. & S. W.). Sharon Hall, 61 Exchange St.; 3d Thurs.; John D. Dullea, F. S. and B. A., Box 532.

Lasting Machine Operators No. 5 (U. S. W.). Exchange Hall, 14 Market St.; Tues.; George W.

LYNN — Con.

Savage, S.; Charles O. Whidden, F. S., 10 Central Sq.

Lastmakers No. 14375. Sharon Hall, 61 Exchange St.; Fri.; R. A. McGougan, R. S., 27 Rockingham St.

Lathers No. 99 (Wood, Wire and Metal). Carpenters Hall, 62 Munroe St.; Mon.; Thomas Nugent, R. S., 6 High St.; Neil MacDonald, B. A.

Machinists No. 471. Teamsters Hall, 35 Munroe St.; Tues.; Walter Ralph, R. S.; Roscoe L. Hall, B. A.

Moving Picture Operators No. 245. (See SALEM.)

Musicians No. 126. St. Jean Hall, 46 Central Sq.; 2d and 4th Sun.; W. H. Ricker, R. S., 130 Market St.

Packing Room Workers No. 8 (U. S. W.). Exchange Hall, 14 Market St.; Wed.; Charles O. Whidden, F. S., 10 Central Sq.; William B. Boudreau, B. A., 27 Whiting St.

Painters, Decorators, and Paperhangers No. 111. Painters Hall, 127 Oxford St.; Wed.; C. Edward January, F. S., 25 Astor St.; Neil MacDonald, B. A., 62 Munroe St.

Pattern Makers: Lynn Branch of Boston Association. Electric Hall, Market Sq. and Elm St.; 2d and 4th Thurs.; P. J. McDonald, R. S., 13 Robinson St., E. Lynn; W. A. Clough, B. A., Rm. 410, 665 Washington St., Boston.

Photo-Engravers No. 55. Members' homes; 1st Mon.; Howard A. Hastings, S. T. and B. A., 56 Beacon Hill Av.

Plumbers No. 77. Carpenters Hall, 62 Munroe St.; Fri.; A. C. Staples, R. S., 71 Harvest St., E. Lynn; Neil MacDonald, B. A., 35 Munroe St.

Railway Clerks: Shoe City Lodge No. 95. B. & M. Freight Office, Bennett St.; 2d Tues.; A. H. Rodgers, S. T., Front St., Marblehead.

Retail Clerks Association No. 1307. Sharon Hall, 61 Exchange St.; 2d Tues.; George F. Gannon, Pres.

Roofers No. 19 and 36 (Joint Union). 62 Munroe St.; 1st and 3d Tues.; Fred B. Perry, R. S., 54 Rockaway Pl.; Neil MacDonald, B. A.

Sheet Metal Workers No. 217. Hurley Bldg., 93 Munroe St.; 2d and 3d Thurs.; Irving G. Bowden, Treas., 36 Orchard St., W. Lynn; Neil MacDonald, B. A., 62 Munroe St.

Shoe Stitchers No. 57 (Ladies) (U. S. W.). Exchange Hall, 14 Market St.; Tues.; Charles O. Whidden, F. S., 10 Central Sq.; Walter J. Barber, B. A.

Shoe Workers No. 54 (Mixed) (U. S. W.). Exchange Hall, 14 Market St.; Thurs.; Charles O. Whidden, F. S., 10 Central Sq.; William J. Collins, B. A.

Sole Leather Workers No. 58 (U. S. W.). Lasters Hall, 34 Andrew St.; Tues.; Charles O. Whidden, F. S., 10 Central Sq.; John J. Quinn, B. A.

Stationary Firemen No. 299. Carpenters Hall, 62 Munroe St.; 2d and 4th Fri.; Charles A. Babcock, F. S. and B. A., 38 Essex Ct.

Steam Engineers No. 52. Carpenters Hall, 62 Munroe St.; 1st and 3d Thurs.; H. B. Brown, S., 333 Union St.

Local Trade Unions.

LYNN — Con.

- Steamfitters and Gasfitters No. 277.* Hurley Bldg., 93 Munroe St.; Mon.; George H. Stone, R. S., 176 Burrill St., Swampscott.
- Stitchers No. 17, McKay* (U. S. W.). Lasters Hall, 34 Andrew St.; Fri.; Charles O. Whidden, F. S., 10 Central Sq.; Robert Jacobs, S.
- Stitchers No. 108* (B. & S. W.). Sharon Hall, 61 Exchange St.; 2d Thurs.; John D. Dullea, F. S. and B. A., Box 532.
- Stockfitters No. 68* (U. S. W.). Lasters Hall, 34 Andrew St.; Thurs.; Joseph F. Parks, F. S. and B. A., 32 Stewart St.
- Stone Masons No. 35.* 127 Oxford St.; Tues.; John J. Mara, C. S., 68 Collins St.
- Street and Electric Railway Employees No. 238.* Carpenters Hall, 62 Munroe St.; 1st and 3d Tues.; Edward B. Brennan, F. S., 354 Broadway.
- Teamsters Protective No. 42.* Teamsters Hall, 35 Munroe St.; Mon.; William A. Nealey, S. T. and B. A.
- Telephone Operators No. 2A.* Sharon Hall, 61 Exchange St.; 2d and 4th Mon.; Miss Hazel E. Emery, Pres., 85 Waitts Av.
- Theatrical Stage Employees No. 73.* Carpenters Hall, 62 Munroe St.; 3d Sun.; Nathaniel Grady, Pres., 40 Laurel St.
- Turn Workmen No. 3.* (S. W. P.). 93 Munroe St.; Mon.; S. J. Pothier, S., 163 Merrimack St., Haverhill; Walter E. Rice, B. A., 163 Merrimack St., Haverhill.
- Typographical No. 120.* Elks Hall, Exchange St.; 1st Sun.; Thomas J. Minton, S., 34 Herbert St.

MALDEN.

- Bakery and Confectionery Workers No. 409* (Ice cream cone makers). 9 Willow St.; Sun.; Nathan Hirschhorn, F. S. and B. A., 39 Harvard St.
- Carpenters No. 625.* Baileys Hall, 56 Pleasant St.; Tues.; Charles E. Shanley, R. S., 64 Pearl St.
- Cigar Makers No. 97.* (See Boston.)
- City Employees No. 156* (Health Department). Hibernian Hall, 269 Charles St.; 2d Tues. and 4th Sun.; Denis Kelleher, R. S., 30 Eastern Av.
- Coal Teamsters and Helpers No. 314.* Hibernian Hall, 269 Charles St.; 2d Fri.; John J. Lucey, R. S., 238 Charles St.; William R. Armstrong, Pres., 228 Pearl St.
- Painters, Decorators, and Paperhangers No. 346.* Bailey Bldg., 56 Pleasant St.; 2d and 4th Wed.; Daniel O'Leary, R. S., 52 Maple St., Melrose.
- Plumbers No. 145.* C. L. U. Hall, 56 Pleasant St.; 2d and 4th Fri.; Edward Devine, R. S., 300 Charles St.
- Rubber Workers No. —.* John H. Riley, S., 111 Adams St.
- Sheet Metal Workers No. 415.* Deliberative Hall, 56 Pleasant St.; 1st Fri.; J. W. Patterson, F. S., 128 Main St., Stoneham.
- Stone Masons No. 37.* Baileys Hall, 56 Pleasant St.; 1st and 3d Mon.; Thomas Driscoll, C. S., Wicklow Av., Medford; John E. Seander, F. S., 45 N. Milton St.

MALDEN — Con.

- Teamsters No. 319, City.* C. L. U. Hall, 56 Pleasant St.; 2d Mon.; Eugene E. Reardon, R. S., 56 Charles St.

Manchester.

- Carpenters No. 924.* Carpenters Hall, Bridge St.; 4th Fri.; W. H. McEachtern, S., 112 Pine St.
- Musicians No. 324.* (See GLOUCESTER.)
- Painters, Decorators, and Paperhangers No. 797.* Carpenters Hall, Central Sq.; Mon.; Charles W. Sawyer, R. S., 7 Vine St.

Mansfield.

- Carpenters No. 1654.* Wilson Hall, N. Main St.; 2d and 4th Thurs.; R. H. Burrows, R. S., 19 Hope St.

Marblehead.

- Carpenters No. 962.* Carpenters Hall, 41 Pleasant St.; Mon.; James C. Kimball, R. S., 11 Selman St.; Michael O'Brien, B. A., 71 Washington St., Salem; William Cook, B. A., 71 Washington St., Salem.
- Lasters No. 35* (U. S. W.). Lasters Hall, School St.; Thurs.; John Coogan, F. S., 31 Barnard St.; Lynn; Patrick J. Buckley, B. A., 145 Essex St., Salem.
- Painters No. 799.* Lillis Bldg., 1 School St.; Mon.; Grover C. Winslow, R. S., 19 Russell St.
- Turn Workmen No. 4* (S. W. P.). 100 Pleasant St.; Wed.; S. J. Pothier, S., 163 Merrimack St., Haverhill; Walter E. Rice, B. A., 163 Merrimack St., Haverhill.

Marion.

- Carpenters No. 1501.* Town Hall, Water St.; 1st Fri.; Jonathan M. Hudson, R. S., Box 438.

MARLBOROUGH.

- Bartenders No. 92.* C. L. U. Hall, Burke's Blk.; 1st Sun.; David J. Forrest, S. T., 26 Hill St.
- Boot and Shoe Workers No. 59* (Mixed). Rm. 18, Burke Bldg., Main St.; Fri.; George McManamy, S. T.
- Bricklayers, Masons, and Plasterers No. 43.* Burke Bldg., 118 Main St.; 2d and 4th Thurs.; W. M. Leonard, S., 37 Central St.
- Carpenters No. 988.* 1st National Bank Hall, 200 Main St.; 2d and 4th Tues.; Albert C. Perry, R. S., 93 Prospect St.
- Cigar Makers No. 21.* Painters Hall, 118 Main St.; 1st Mon.; Theodore Orta, S., 186 E. Main St.
- Cutting Die and Cutter Makers No. 302.* Painters Hall, Burke Bldg.; 118 Main St.; 1st Wed.; Luke Collins, R. S., 66 Devens St.
- Musicians Protective No. 246.* Burke's Blk., Main St.; 2d Sun.; Frank B. Proctor, S. T., 441 Lakeside Av.; Harry E. Brigham, B. A., 28 Cotting Av.

Local Trade Unions.

MARLBOROUGH — Con.

Painters, Decorators, and Paperhangers No. 561. Painters Hall, 118 Main St.; Fri.; D. Webber, F. S., 23 Shawmut Av.; George F. Gallagher, B. A., Howe St.

Plumbers No. 131. Painters Hall, Burke Bldg., 118 Main St.; 2d and 4th Tues.; Hercule Levitre, C. S., Gibbon St.; H. M. Byrne, Pres., 58 Water St.

Sheet Metal Workers No. 129. Rm. 5, Burke's Blk., 238 Main St.; 1st and 3d Thurs.; Louis E. Burness, R. S., 277 Mechanic St.

Street and Electric Railway Employees No. 620. (See FRAMINGHAM.)

Telephone Operators No. 10A. Burke's Bldg., 118 Main St.; 1st and 4th Fri.; Miss Helen M. Gately, R. S., 57 Ringold St.

Typographical No. 281 (Marlborough and Hudson). Various shops; monthly; N. W. Brown, S. T., Hotel Preston.

Maynard.

Burlers No. 951 (U. T. W.). A. O. H. Hall, Main St.; 2d Tues.; Miss Amy Petersen, S. T., Box 546.

Carpenters No. 1418. Masonic Hall, P. O. Blk.; 1st and 3rd Fri.; Ernest F. Cahoon, S., R. F. D., Maynard, Mass.

Loomfixers No. 401. I. O. O. F. Hall, Nason St.; 2d Thurs.; Everett C. Marchant, F. S., Box 971.

Mule Spinners No. 787. I. O. O. F. Hall, Nason St.; 4th Thurs.; Emmett Thane, C. S., Garfield St.; Charles J. Spencer, F. S., 15 Elm St.

Sewers No. 944 (U. T. W.). Cannon's Hall, Main St.; 2d Thurs.; Miss Kathryn Thane, R. S., Maynard Bldg.

Spoolers No. 947 (U. T. W.). Cannon's Hall, Main St.; 1st Mon.; Miss Annie Garlick, R. S., Box 161.

Telephone Operators No. 12A. (See CONCORD.)

Textile Workers No. 771. Parker St. Hall; 1st Thurs.; Kalle Leivo, F. S., Box 1099.

Weavers No. 943. Canyon's Hall, Main St., 1st Thurs.; Miss Kate Morin, R. S., 40 Glendale St.

MEDFORD.

Carpenters No. 777. Spanish War Veterans Hall, 38 High St.; Tues.; George E. Sellers, R. S., 21 Hancock St., Dorchester; A. McBride, B. A., 8 Ash Av., Somerville.

Painters, Decorators, and Paperhangers No. 605. Painters Hall, Riverside Blk., Main St.; Thurs.; Samuel Bunney, F. S., 26 Sprague Ct.

MELROSE.

Carpenters No. 760. Fraternity Hall, 416 Main St.; 1st and 3d Mon.; F. W. VanCor, R. S., Box 134; John G. Cogill, B. A., 27 Glen Ct., Malden.

City Employees No. 805. Synagog Hall, 52 Grove St., 2d and 4th Thurs.; Philip Cassell, Pres., 34 Park St.

Methuen.

Carpenters No. 1215. I. O. O. F. Hall, Hampshire St.; 1st Fri.; Sidney R. Alberg, S., Forest St.; Luke Laplante, B. A., Eagles Bldg., Broadway, Lawrence.

Middleborough.

Boot and Shoe Workers No. 20 (Mixed). Red Men's Hall, S. Main St.; 2d and 4th Tues.; Elmer E. Phinney, F. S. and T., Box 71; S. L. Brett, B. A., 11 Rock St.

Carpenters No. 1271. Robinsons Hall, N. Main St.; 1st and 3d Tues.; Louis D. Churbuck, R. S., 22 School St.; William S. Anderson, B. A., 102 Pearl St.

Musicians No. 491. Red Men's Hall, S., Main St.; 1st Mon.; G. Walter Erickson, R. S. and B. A., 61 Wood St.

Milford.

Barbers No. 144. Carron's Barber Shop; last Tues., William Larson, S. F., 19 Chandler St.; Worcester.

Bartenders No. 96. A. O. H. Hall, Main St.; 1st Sat.; Thomas F. Sheehan, S. T., 96 Main St.

Boot and Shoe Workers No. 40 (Mixed). Elks Hall, 189 Main St.; 4th Mon.; John F. Reardon, F. and C. S. and B. A.

Carpenters No. 867. Lincoln Sq. Blk., Main St.; 1st and 3d Tues.; J. W. Smith, F. S., 39 Prospect St.; Oliver Jonah, B. A., Worcester, Mass.

Cigar Makers No. 160. Lincoln Sq. Blk., Main St.; 1st Mon.; Joseph Jiskra, F. S., Box 162.

Granite Cutters: Milford Branch. Eagle Hall, Main St.; 1st Fri. after 15th; William Murray, C. S., 39 Pleasant St.

Machinists: Hopedale Lodge No. 48. (See FRAMINGHAM.)

Painters and Paperhangers No. 216. Carpenters Hall, Scotts Blk., Main St.; 2d and 4th Mon.; E. I. Scott, F. S., 296 Main St.

Plumbers No. 546. A. O. H. Hall, 224 Main St.; 2d and 4th Tues.; Edmund M. Swan, R. S., 16 Gibbon Av.

Quarry Workers No. 71. A. O. H. Hall, 224 Main St.; 3d Fri.; John McRae, C. S. and R. S., 22 Pleasant St.

Steam Engineers No. 73. Eagle Hall, Main St.; 2d and 4th Fri.; Matthew A. Conlin, R. S., Box 232.

Millers Falls. (See MONTAGUE.)

Milton.

Carpenters No. 1738. Johnstons Blk., Adams St.; 1st and 3d Mon.; W. E. Webb, S., 93 Parkway, Mattapan.

Monson.

Granite Cutters: Monson Branch. A. O. U. W. Hall; 3d Fri.; Thomas Purcell, Dist. Officer, Monson, Mass.

Local Trade Unions.

Montague.

(MILLERS FALLS AND TURNERS FALLS.)

- Iron Molders No. 347.* St. Jeans Hall, Avenue A, Turners Falls; 3d Mon.; C. E. Shea, C. S., Box 133, Millers Falls; James Loveday, B. A., 103 Ann St., Hartford, Ct.
- Machinists: Mt. Mineral Lodge No. 132* (Millers Falls). Red Men's Hall, Main St., Millers Falls; 2d and 4th Tues.; Ernest Parsons, S., Box 32, Millers Falls; Roscoe L. Hall, B. A., 35 Munroe St., Lynn.
- Metal Polishers, Buffers, Platers, etc., No. 174* (Millers Falls). Wheeler Hose House, Main St.; 2d Fri.; Daniel C. Donohue, F. S., 30 Franklin St.
- Paper Makers No. 10* (Turners Falls). St. Jean Hall, Avenue A; 3d Sun.; Charles L. Hillman, F. S., 14 N St.; Turners Falls; Samuel D. Emery, B. A., L St., Turners Falls.
- Stationary Firemen No. 83* (Turners Falls). Hamlins Hall, Third St., Turners Falls; 2d and 4th Sun.; Jeremiah J. Sullivan, S., 5 N St., Turners Falls.

Nahant.

- Carpenters No. 1324.* Old Town Hall, Pleasant St.; 2d and last Wed.; Thomas F. Coakley, R. S., 10 Emerald St.
- Town Employees No. 655.* Town Hall, Nahant Rd.; last Wed.; Edward J. Hyde, S., Nahant Rd.

Natick.

- Bartenders No. 743.* E. P. Bourett, S., 43 Summer St.
- Boot and Shoe Workers No. 244* (Mixed). Rm. 14, Clarks Blk., Main St.; 2d and 4th Thurs.; Walter E. Fairbanks, S., Speen St.
- Carpenters No. 847.* G. A. R. Hall, 4 Main St.; Mon.; Charles Senter, R. S., 107 Pond St.; L. H. Johnson, B. A., 251 Washington St., Newton.
- Lasters No. 60* (U. S. W.). Eagle Hall, Main St.; Fri.; Fred Haycock, B. A., 39 South Av.
- Musicians No. 393.* Winch Bldg., Main St.; 2d Sun.; D. C. Ryan, S. T., 11 Tibbetts St.
- Painters, Decorators, and Paperhangers No. 916.* Tontian Hall, Main St.; 1st and 3d Wed.; J. J. Barron, R. S., 9 Summer St.; B. F. Guptill, B. A., 61 Warren Av., Wollaston.
- Plumbers and Steamfitters No. 448.* Downs Hall, S. Main St.; 1st and 3d Thurs.; S. Edgar Knowlton, R. S., Roxbury Av.
- Sheet Metal Workers No. 200.* Tontian Hall, Main St.; 2d Mon., William W. Bean, R. S., Box 289, Ashland, Mass.
- Teamsters Protective No. 326.* Winch Blk., Main St.; 2d and 3d Mon.; George E. Yeo, S. T., 56 North Av.

Needham.

- Carpenters No. 693.* Carpenters Hall, Chaffle St.; Tues.; Frank E. Jones, F. S., 52 Hillside Av., Needham Heights; L. H. Johnson, B. A., Cook St., Newton Highlands.

NEW BEDFORD.

- Bakers No. 95.* Labor Temple, 746 Pleasant St.; 2d and 4th Sat.; Joseph B. Holmes, R. S. and B. A., 661 County St.
- Barbers No. 447.* Labor Temple, 746 Pleasant St.; 3d Mon.; Philip Monty, Jr., C. F. S. and B. A., 1815 Purchase St.
- Bartenders No. 100.* Dawson Hall, 1851 Purchase St.; 1st and 3d Sun.; Michael H. Sullivan, F. S. and B. A., 27 Trinity St.
- Boot and Shoe Workers No. 238.* Labor Temple, 746 Pleasant St.; 2d Wed.; Peter F. Mulkerne, F. and C. S., 47 Thompson St.
- Bottlers No. 224.* Arbeiter Lieder Tafel Hall, 14 Adams St.; 1st and 3d Wed.; Fred Barber, S., 14 Adams St.
- Brewery Workmen No. 197.* Arbeiter Lieder Tafel Hall, 14 Adams St.; 2d Tues. and last Mon.; Albert H. Krapf, R. and C. S., 685 Summer St.
- Bricklayers and Plasterers No. 39.* Oliver Bldg., 384 Acushnet Av.; Wed.; James H. Markland, C. S., 57 Walnut St.; Alfred Allard, F. S., 123 Maxfield St.
- Cards and Ring Spinners Association No. 36.* Spinners Hall, 832 Purchase St.; 2d and 4th Tues.; James H. Simpson, S. and B. A., 23 Ashley St., Cove Village.
- Carpenters No. 1021* (French). 384 Acushnet Av.; Mon.; William Nelson, B. A., 728 Kempton St.
- Carpenters No. 1287.* 384 Acushnet Av.; Tues.; William Nelson, B. A., 728 Kempton St.
- Carpenters No. 1733.* 384 Acushnet Av.; 1st and 3d Fri.; William Nelson, B. A., 728 Kempton St.
- City Employees No. 185.* Labor Temple, 746 Pleasant St.; Nov. to May, 2d and 4th Sun.; May to Nov., 2d and 4th Tues.; John F. Andrews, F. S., 83 Morgan St.
- Culinary Alliance.* Carpenters Hall; 2d and 4th Wed.; Edward T. Smith, R. S., 181 Ash St.
- Dresser Tenders No. 835* (U. T. W.). Spinners Hall, Purchase St.; 2d and 4th Wed.; Edmund H. Yell, S., 1655 Acushnet Av.
- Electrical Workers No. 224.* Rm. 9, Theatre Bldg., Union St.; Mon.; Clifford A. Hatch, R. S., 157 Maxfield St.; Arthur F. Gleason, Treas., 519 Rivet St.
- Engineers, Amalgamated Society of: New Bedford Branch.* Labor Temple, 746 Pleasant St.; alt. Tues.; Mark Redfern, S., 484 Summer St.
- Flint Glass Workers No. 17* (Blowers). Labor Temple, 746 Pleasant St.; 1st Mon.; August Gleichman, F. S., 35 Fair St.
- Flint Glass Workers No. 113* (Cutters). Labor Temple, 746 Pleasant St.; 1st and 3d Wed.; Joseph I. Joslin, C. S., 60 State St.
- Granite Cutters: New Bedford Branch.* Labor Temple, 746 Pleasant St.; Thurs. on or after 15th; James W. Greweock, S., 12 Stone St.
- Hoisting and Portable Engineers No. 135.* Theatre Bldg., Union St.; 1st and 3d Thurs.; Carl F. Hayward, R. S., 197 Campbell St.; Edward McAloon, B. A., 63 Washington St.

Local Trade Unions.

NEW BEDFORD — Con.

- Lasters No. 27* (B. & S. W.). Labor Temple, 746 Pleasant St.; 1st Fri.; H. E. Card, F. S. and T., 210 Austin St.
- Lathers No. 254.* Albert LaPlante, S., 920 County St.
- Loomfixers Association.* Oliver Bldg., 384 Acushnet Av.; 1st Fri.; John Hobin, S. and B. A., 598 Pleasant St.
- Moving Picture Machine Operators No. 334.* Labor Temple, 746 Pleasant St.; 1st Tues.; Walter O. Smith, F. S., Box 379; Orland J. Bear, B. A., 36 Division St.
- Mule Spinners No. 2.* 62½ Purchase St.; 3d Tues.; Hon. Samuel Ross, S. and B. A., 68 Willis St., or Box 367.
- Musicians Protective No. 214.* Spanish War Veterans Hall, 196 Union St.; 1st Sun.; E. M. Latimer, S., 161 Middle St.
- Painters, Decorators, and Paperhangers No. 691.* Labor Temple, 746 Pleasant St.; Mon.; Arthur D. Charlebois, S., 5 W. Cove St.
- Plumbers No. 53.* Labor Temple, 746 Pleasant St.; 2d and 4th Wed.; James F. Collins, R. S., 27 Trinity St.
- Quillers and Beamers.* (See *Weavers No. 13*, National Federation of.)
- Railway Clerks No. 68.* Labor Temple, 746 Pleasant St.; 2d Fri.; John J. L. Evers, R. S. and B. A., 111 Merrimack St.
- Retail Salesmen's Association.* Sharpshooters Hall; 1st Tues.; George C. Methee, S., 102 Bowditch St.; Louis Martin, B. A., Hathaway Av.
- Sheet Metal Workers No. 289.* Labor Temple, 746 Pleasant St.; 3d Mon.; Herbert S. Hammond, C. S., Newton St.; James H. Nelson, F. S., 146 Collette St.
- Shoe Stitchers and Cutters No. 243* (B. and S. W.). Labor Temple, 746 Pleasant St.; 2d Mon.; George D. McCarthy, F. S., Box 268.
- Stationary Firemen No. 294.* Spinners Hall, 832 Purchase St.; 1st and 3d Fri.; James W. Gordon, S. T., 53 Sherman St.
- Steamfitters and Helpers No. 644.* Labor Temple, 746 Pleasant St.; 2d and 4th Thurs.; P. R. Williams, R. S., 96 Chestnut St.
- Street and Electric Railway Employees No. 673.* Dawson Hall, 1851 Purchase St.; 2d and 4th Thurs.; William Beauregard, F. S., 193 Bowditch St.
- Theatrical Stage Employees No. 131.* Labor Temple, 746 Pleasant St.; 2d Sun.; John M. Baptiste, C. and R. S., Box 499; Harry J. Morrissey, B. A., 54 S. Second St.
- Theatrical Stage Employees No. 334.* (See *Moving Picture Machine Operators No. 334.*)
- Typographical No. 276.* Labor Temple, 746 Pleasant St.; last Sun.; Frank C. Bliffins, S., 268 North St.
- Warp Twisters No. 374.* Labor Temple, 746 Pleasant St.; 1st Mon.; William Norwood, S. and B. A., 95 Willard St.
- Weavers Protective Association No. 2, Cotton.* Labor Temple, 746 Pleasant St.; 2d Tues.; Francis J. Duffy, Jr., S. and B. A., Box 543.

NEW BEDFORD — Con.

- Weavers No. 13, National Federation of* (Quillers and Beamers). Franco-American Federation Hall, W. French Av.; 1st and 3d Sun.; Henry P. Martin, S. and B. A., 5 Emery St.

NEWBURYPORT.

- Bartenders No. 91.* Carpenters Hall, 12½ State St.; 2d Sun.; John F. Mahoney, S. T., 1½ Olive St.
- Bricklayers, Masons, and Plasterers No. 41.* Carpenters Hall, 12½ State St.; 2d Fri.; Frank W. Marshall, C. S., 13 Eagle St.; T. H. McCarthy, B. A., 28 Warren St.
- Carpenters No. 989.* Carpenters Hall, 12½ State St., Thurs.; Frank S. Heath, R. S. and B. A., 14 Dalton St.
- Iron Molders No. 474.* A. O. H. Hall, 37 Pleasant St.; 3d Wed.; William R. Maguire, C. R., 111 Merrimac St.; Eugene L. Murphy, B. A., 116 Winslow St., Norwood.
- Musicians Protective No. 378.* Cadet Band Room, 13½ Merrimac St.; on call; F. G. Kimball, S. T. and B. A., 15 Essex St.
- Painters No. 532.* Carpenters Hall, 12½ State St.; 1st and 3d Wed.; Charles M. Morrill, R. S., R. F. D., Box 68, W. Newbury.
- Typographical No. 686.* Members' homes; 2d Tues.; Daniel Foster, S. T., 241 Merrimac St.

NEWTON.

- Bricklayers and Masons No. 32.* Nonantum Hall, 251 Washington St.; Mon.; John F. Cavanagh, F. S., 16 Middle St.
- Building Laborers No. 70.* Nonantum Hall, 251 Washington St.; 2d and 4th Tues.; Patrick Foran, R. S., 204 River St., W. Newton.
- Carpenters No. 275.* Nonantum Hall, 251 Washington St.; Tues.; Clarence L. Connors, R. S., 18 Rutland St., Watertown; L. H. Johnson, B. A., 3 Cook St., Newton Highlands.
- Carpenters No. 680* (Newton Centre). Circuit Hall, Newton Centre; Tues.; W. E. Corkum, R. S., 14 Lyman St.; L. H. Johnson, B. A., 3 Cook St., Newton Highlands.
- Carpenters No. 708* (W. Newton). A. O. U. W. Hall, Washington St.; Fri.; D. M. Chandler, R. S., Webster St., W. Newton; L. H. Johnson, B. A., 3 Cook St., Newton Highlands.
- Carpenters No. 1600* (Mill). Nonantum Hall, 251 Washington St.; 1st and 3d Thurs.; J. Patchett, R. S., 15 Jerome Av., W. Newton; L. H. Johnson, B. A., 3 Cook St., Newton Highlands.
- City Employees No. 175.* Hibernian Hall, Nonantum Sq.; 1st and 3d Fri.; A. L. Moriarty, R. S., 316 River St., W. Newton.
- Painters, Decorators, and Paperhangers No. 362.* A. O. U. W. Hall, Washington St.; 2d and 4th Mon.; Frederic Cary, R. S., 12 Dunstan St., W. Newton.

Local Trade Unions.

NEWTON — Con.

- Painters, Decorators, and Paperhangers No. 545.* Circuit Hall, Langley Rd.; 1st and 3d Thurs.; Frank A. Mahaney, F. S., 195 Cypress St., Newton Centre.
- Pavers and Rammers No. 39.* Guiseppe Coletti, S., 78 Hawthorne St.
- Plumbers No. 201.* A. O. U. W. Hall, Washington St.; W. Newton; 2d and 4th Thurs.; Henry J. Fitzpatrick, R. S., 147 Cherry St., W. Newton.

NORTH ADAMS.

- Barbers No. 126.* C. L. U. Hall, Dowlin Blk., 101 Main St.; last Tues.; Patrick H. Nagle, S., 44 Eagle St.
- Bartenders No. 125.* C. L. U. Hall, Dowlin Blk., 101 Main St.; 1st Sun.; James Smith, F. S., 74 Bracewell Av.; Thomas Fitzgerald, B. A., 58 Bracewell Av.
- Bootblacks Protective No. 1134.* 70 Main St.; 1st Sun.; Nicola Del Negro, F. S.
- Bricklayers, Masons, and Plasterers No. 18.* Rm. 506, Dowlin Blk., 101 Main St.; Mon.; G. C. Bourchard, C. and R. S., 4 Richview St.
- Carpenters No. 193.* Rms. 210-212, Dowlin Blk., 101 Main St.; Wed.; S. H. Crum, R. S., 291 Ashland St.
- Cigar Makers No. 206.* C. L. U. Hall, Dowlin Blk., 101 Main St.; 1st Tues.; E. R. Stein, S. T., 15 Highland Av.
- Lasters No. 165 (B. & S. W.).* Dowlin Blk., 101 Main St.; 2d Tues.; Frank J. Fleming, S., 85 River St.
- Loomfixers No. 38.* Lafayette Club Rooms, Main St.; 2d and last Wed.; Charles Mulcahy, R. S., 98 Cleveland Av.
- Molders No. 300.* Hibernian Hall, Eagle St.; 1st Fri.; Moses B. Wright, F. S., 301 W. Main St.
- Musicians No. 96.* C. L. U. Hall, Dowlin Blk., 101 Main St.; 1st Sun. in Jan., Apr., July, and Oct.; F. E. Mallory, C. S., 333 Eagle St.
- Painters, Decorators, and Paperhangers No. 2.* C. L. U. Hall, Dowlin Blk., 101 Main St.; Mon.; Charles C. Murphy, F. and R. S., 53 Chase Av.
- Railroad Station Employees No. 13.* Firemen's Hall, Dowlin Blk., 101 Main St.; 4th Thurs.; H. L. Porter, F. S., 7 Hoosac St.
- Railroad Telegraphers: North Adams Division No. 139.* I. O. O. F. Hall, Main St.; 2d Sat.; J. W. Banker, S. T., Schaghticoke, N. Y.; H. F. Cook, B. A., Charlemont, Mass.
- Railway Clerks: Hoosac Lodge No. 324.* Firemen's Assn. Hall; 2d Fri.; James T. Welch, F. S. and T., 31 Chestnut St.
- Shoe Cutters No. 163 (B. & S. W.).* Dowlin Blk., 101 Main St.; 2d and 4th Fri.; Charles J. Hager, S. T. and B. A., 45 Hudson St.
- Sole Fasteners No. 201 (B. & S. W.).* Dowlin Blk., 101 Main St.; 1st and 3d Tues.; E. G. Sprague, F. S., 15½ Eagle St.
- Stationary Firemen No. 100.* C. L. U. Hall, Dowlin Blk., 101 Main St.; 1st Thurs. and 4th Sun.; Joseph Wilkins, F. S., 89 Charles St.

NORTH ADAMS — Con.

- Stitchers No. 285 (B. & S. W.).* A. O. H. Hall, Main St.; 1st Mon.; Miss Amy R. Fuller, S., 5 Sperry Av., Adams.
- Stock Fitters No. 297 (B. & S. W.).* Dowlin Blk., 101 Main St.; 1st and 3d Mon.; J. F. Flaherty, F. S., 29 High St.
- Tailors No. 353.* Mansion House, State St.; 2d Wed.; P. H. Egnateff, C. & F. S., Box 452.
- Theatrical Stage Employees No. 83.* C. L. U. Hall, Dowlin Blk., 101 Main St.; 3d Sun.; William J. Frawley, S. T. and B. A., 7 Brooklyn Ter.
- Trees No. 212 (B. & S. W.).* Foresters Hall, Main St.; 1st Fri.; Tibbetts M. Northrup, F. S., 41 Central Av.
- Typographical No. 316.* C. L. U. Hall, Dowlin Blk., 101 Main St.; 2d Tues.; Francis M. Sullivan, S. T. and B. A., Box 384.

NORTHAMPTON.

- Barbers No. 34.* Board of Trade Hall, Main St.; 4th Tues.; Thomas P. D. Gordon, C. and F. S., 32 Pleasant St.
- Bartenders No. 113.* Board of Trade Rooms, 59 Main St.; 2d Sun.; Michael J. O'Neill, S. T. and B. A., 128 King St.
- Bricklayers and Plasterers No. 4.* Board of Trade Rooms, 59 Main St.; 2d and 4th Mon.; C. B. Macomber, C. S., 26 N. Elm St.
- Building Laborers No. 23.* A. O. H. Hall, 90 Main St.; 1st and 3d Mon.; Frank Russell, S., 3 Warfield Pl.
- Carpenters No. 351.* K. of C. Hall, 39 Main St.; 1st and 3d Fri.; M. E. Garvey, R. S. and B. A., 1 Glendale Av.
- Cigar Makers No. 396.* Board of Trade Rooms, 59 Main St.; 1st Tues.; Philip Benjamin, C. S., Box 34.
- Electrical Workers No. 710.* Board of Trade Rooms, 59 Main St.; 1st and 3d Tues.; R. L. West, R. S., 2 Irwin Pl.; Michael J. Garvey, B. A., Market St.
- Iron Molders No. 295 (Florence).* Davis Hall, Main St., Florence; 2d Mon.; William Dumphy, C. and R. S., West St., Florence.
- Maintenance of Way Employees No. 64.* A. O. H. Hall, Main St.; 1st Sat.; Francis Loveage, S. and B. A., 41 Chapman St., Greenfield; Edmund Dee, Pres., 2 Cottage Pl., Chicopee.
- Metal Polishers No. 139 (Bay State).* German Hall, Bay State; 2d and 4th Tues.; Joseph Svoboda, R. S., 139 Federal St.
- Musicians Protective No. 220.* Band Hall, Pleasant St.; 1st Sun.; Orrin J. Blinn, S., Haydenville, Mass.
- Painters No. 646.* A. O. H. Hall, 90 Main St.; 1st and 3d Fri.; J. F. Downer, C. S. and B. A., 65 Hatfield St.
- Plumbers, Steamfitters, and Gasfitters No. 64.* Foresters Hall, 86 Main St.; 1st and 3d Mon.; Joseph Brigham, Jr., F. S., 38 Myrtle St.; Joseph A. Lepine, B. A., 18 Washington Pl.

Local Trade Unions.

NORTHAMPTON — Con.

- Pulp, Sulphite, and Paper Mill Workers No. 7.* A. O. H. Hall, 90 Main St.; 1st and 3d Tues.; Daniel J. O'Brien, Pres. and B. A., 17 Perkins Av.
- Railroad Station Employees No. 21.* A. O. H. Hall, 90 Main St.; 4th Tues.; Timothy M. O'Keefe, F. S. and T., 44 Walnut Av.; Moses P. McDonald, B. A., 11 Valley St.
- Railroad Trainmen: Meadow City Lodge No. 448.* K. of C. Hall, 39 Main St.; 1st and 3d Sun.; J. M. Planker, R. S., 22 Edward Sq.
- Railway Clerks: Northampton Lodge No. 66.* Board of Trade Rooms, 59 Main St.; 1st Mon.; Stephen A. Keogh, S. T., 83 Massasoit St.
- Stationary Firemen No. 143.* A. O. H. Hall, 90 Main St.; 2d and 4th Fri.; Thomas F. McGrath, C. and R. S., 136 Hinckley St., Bay State.
- Street and Electric Railway Employees No. 549.* Foresters Hall, 86 Main St.; 2d and 4th Fri.; George W. Lawley, F. S. and T., 55 Chestnut St., Florence.
- Tailors No. 168.* City Hotel, 1st and 3d Tues.; Ansel V. Anderson, R. S., 139 Main St.
- Telephone Operators No. 14A.* Columbia Hall, Main St.; 2d and 4th Thurs.; Miss Catherine D. Londergan, Pres., 86 Parsons St.
- Textile Workers No. 916* (Full Fashioned Knitters). John Banner, S., 110 Maple St., Lawrence.
- Theatrical Stage Employees No. 232.* Foresters Hall, 86 Main St.; 1st Sun.; George H. Morrill, R. S., 15¹/₂ Masonic St.; J. A. Boudway, Sr., B. A., 43 Spring St.
- Typographical No. 711.* 12 Crafts Av.; on call; R. Ernest Reynolds, S. T., 105 Prospect St.

North Andover.

- Card Machine Operators.* By appointment; Phineas W. Clark, Shop S., 13 Third St.

North Attleborough.

- Carpenters No. 1679.* A. O. H. Hall, Washington St.; 1st and 3d Thurs.; Arthur W. Myers, F. and R. S., 115 East St.

North Brookfield.

- Boot and Shoe Workers No. 130* (Mixed). Foresters Hall, Summer St.; 1st Mon.; Michael J. McNamara, F. S., Box 731.
- Overall Workers No. 124.* Grange Hall, cor. Main and Maple Sts.; 1st Wed.; Mrs. Gertrude L. Hambury, R. and F. S., Box 414.

North Easton. (See EASTON.)

Norton (BARROWSVILLE).

- Folders No. 651.* (See TAUNTON.)

Norwood.

- Bindery Women No. 213.* Eagle Hall, Washington St.; 4th Tues.; Miss May A. Keady, S., Washington St.
- Blacksmiths No. 441.* Lyric Hall, Hyde Park; 1st Sun.; John P. Cavanaugh, R. S. and B. A., 14 Lyden St.
- Boiler Makers: Norwood Lodge No. 281.* Naomi Hall, 724 Washington St., Boston; 2d and 4th Fri.; Robert Henderson, C. S., 274 Metropolitan Av., Roslindale.
- Bookbinders No. 176.* I. O. O. F. Hall, Washington St.; 2d Thurs.; John P. Curran, R. S., 27 Pine St.
- Carpenters No. 866.* A. O. U. W. Hall, 636 Washington St.; 1st and 3d Tues.; George N. Brooks, R. S. and B. A., 459 Washington St.
- Iron Molders No. 323.* Conger Hall, Washington St.; 1st Fri.; Robert B. Oldham, S., 7 Monroe St.; Eugene L. Murphy, B. A., 116 Winslow Av.
- Musicians No. 343.* Band Hall, Washington St.; 4th Sat.; Herbert L. Engley, S. T., 19 Hoyle St.
- Painters, Decorators, and Paperhangers No. 747.* A. O. U. W. Hall, 636 Washington St.; 2d Thurs.; John Daunt, R. S., 21 Phillips Av.; John J. Fitzhenry, B. A., 862 Washington St.
- Plumbers, Steamfitters, and Gasfitters No. 81.* Eagle Hall, Washington St.; 3d Thurs.; F. H. Gibson, S., 16 Hoyle St.
- Printing Pressmen No. 35.* A. O. U. W. Hall, 636 Washington St.; 2d Fri.; Frank Consedine, R. S., 10 Quincy Av.

Orange.

- Iron Molders No. 390.* K. of P. Hall, Cor. E. and S. Main Sts.; 1st Fri.; William H. Geddes, C. R., 16 Beacon St.; Eugene L. Murphy, B. A., 116 Winslow Av., Norwood.
- Metal Polishers No. 84.* K. of P. Hall, cor. E. and S. Main Sts.; 2d and 4th Mon.; M. H. Hartney, R. S., 15 Fountain St.

Palmer.

- Carpenters No. 445.* 1st and 3d Fri.; W. E. Bedell, R. S., 105 S. Main St.; C. A. Coto, B. A., Three Rivers, Mass.
- Machinists No. 734* (Specialists). Polish Hall, Thorndyke St., Three Rivers; 2d and 4th Sun.; John Slowick, F. S., Box 271; D. P. Donovan, B. A., 19 Sanford St., Springfield.

PITTSFIELD.

- Barbers No. 127.* Bartenders Hall, 124 North St.; 1st Wed.; William Boos, F. S. and B. A., 30 North St.
- Bartenders No. 114.* Englands Blk., 124 North St.; 1st Sun.; Frank J. Mara, S. and B. A., 159 North St.

Local Trade Unions.

PITTSFIELD — Con.

- Bottlers and Drivers No. 324.* Carpenters Hall, 237 North St.; 1st Sun. and 3d Thurs.; James T. Lynch, F. S., 289 Onota St.; Thomas Gavin, B. A., 128 Onota St.
- Brewery Workmen No. 141.* Melville Bldg., North and Melville Sts.; 1st Fri.; George Schaefer, S., 2 Martin St.
- Bricklayers, Masons, and Plasterers No. 20.* Carpenters Hall, 237 North St.; Fri.; John Reddy, C. S., 91 King St.
- Building Laborers No. 21.* Painters Hall, 63 Eagle St.; Thurs.; Philip Sullivan, R. S., 261 Francis Av.
- Carpenters No. 444.* Carpenters Hall, 237 North St.; Tues.; E. Preston Linsley, F. S., 562 North St.; John B. Mickle, B. A.
- Electrical Workers No. 496.* Carpenters Hall, 237 North St.; 1st and 3d Thurs.; J. J. Currier, F. S., 21 Danforth Av.
- Maintenance of Way Employees: Berkshire Lodge No. 106* (Bridge and Bldg. Men, Engineering Dept., B. & A. R.R.). Arthur Smith, S., Gen. Del.
- Maintenance of Way Employees No. 282.* Foresters Hall, 311 North St.; 2d Sun.; alt. months; William G. Kane, S. T., Chatham Center, N. Y.; T. J. Lampman, B. A., Cheshire, Mass.
- Molders No. 245.* Eagle Hall, cor. North and Melville Sts.; 1st and 3d Tues.; Thomas Murphy, C. R., 7 Plunkett St.; L. F. Gerrity, B. A., 314 Hulett St., Schenectady, N. Y.
- Musicians No. 109.* Shipton Hall, 150 North St.; 1st Sun. each quarter; John F. Walsh, Gen. S., 42 Curtis St.
- Painters, Decorators, and Paperhangers No. 94.* Painters Hall, 63 Eagle St.; Tues.; Remi Chagnon, F. S., 41 Melville St.; George Davis, B. A., 76 Howard St.
- Pattern Makers Association.* Bartenders Hall, 124 North St.; 1st Thurs.; E. Umpleby, B. A., Box 780, Schenectady, N. Y.
- Plumbers, Steam, and Gasfitters No. 297.* Bartenders Hall, 124 North St.; 4th Fri.; Charles A. Rowen, F. and R. S., 41 James St.
- Printing Pressmen No. 228.* Day's Printing Office, Columbus Av.; 2d Thurs.; W. T. Maley, S., 73 High St.
- Railroad Trainmen No. 356.* Osceola Hall, 246 North St.; 1st and 3d Sun.; William P. Cronin, S. and B. A., 50 Dewey Av.
- Railway Clerks: Springfield Lodge No. 273.* Newman's Hall, North and Depot Sts.; 1st Tues.; Louis F. Hoffman, S. T., 98 S. Church St.
- Street and Electric Railway Employees No. 496.* Carpenters Hall, 237 North St.; 3d Thurs.; Owen G. Monroe, R. S., Box 991.
- Tailors No. 295.* Bartenders Hall, 124 North St.; 2d Tues.; N. G. Stridsberg, C. S., 22 Crosier Av.
- Theatrical Stage Employees No. 275.* Painters Hall, 63 Eagle St.; 1st Sun.; Arthur A. Elliott, R. and F. S., 151 North St.; George Brown, B. A., Colonial Theatre.

PITTSFIELD — Con.

- Typographical No. 109.* Bartenders Hall, 124 North St.; 1st Mon.; John C. Nash, S. T., Box 34, Farnams.

Plymouth.

- Bricklayers, Masons, and Plasterers No. 46.* O'Brien's Hall, Main St.; 4th Mon.; Thomas H. Andrews, C. S. and B. A., 4 Lewis St.
- Carpenters No. 1591.* Foresters Hall, 12½ Main St.; 2d and 4th Thurs.; Edward H. Perrault, R. S., 14 Wood St.
- Iron Molders No. 462.* Golden Star Hall, Main St.; 1st Tues.; Samuel H. Smith, C. R., 12 Crescent St., N. Plymouth; Eugene L. Murphy, B. A., 116 Winslow Av., Norwood.
- Musicians No. 281.* Calumet Club Rooms, Main St.; on call of Pres.; Richard B. Brown, S., 7 Winslow St.

QUINCY.

- Barbers No. 390.* Johnson Bldg., 1382 Hancock St.; 3d Sun.; F. W. Cochran, C. and F. S., 809 Broad St., E. Weymouth.
- Boot and Shoe Workers No. 190* (Mixed). Fri.; Miss Ella De Rush, S., 77 West St., S. Weymouth.
- Bricklayers, Masons, and Plasterers No. 52.* Johnson Bldg., 1382 Hancock St.; Mon.; Nicholas I. Cleary, C. S., 329 Washington St.; Fred H. Lord, B. A., 295 Washington St.
- Carpenters No. 385* (Wollaston). Poland Hall, Norfolk Downs; 1st and 3d Tues.; W. J. Barlow; R. S., 273 N. Central Av., Wollaston; Fred H. Lord, B. A., 295 Washington St.
- Carpenters No. 762.* G. A. R. Hall, Hancock St.; Mon.; Charles S. Jones, R. S., 58 River St.; Fred H. Lord, B. A., 295 Washington St.
- Electrical Workers No. 189.* Rm. 24, Johnson Bldg., 1382 Hancock St.; 1st Tues.; Charles W. Hanscom, Pres., 124 Upland Rd.; Fred H. Lord, B. A., 295 Washington St.
- Engineers: Fore River Branch No. 834, Amalgamated Society of.* Union Hall, Hancock St.; alt. Mon.; Allen MacGeachie, S., Box 244.
- Granite Cutters: Quincy Branch.* Clan MacGregor Hall, cor. Franklin and Water Sts.; 3d Wed.; James F. Reid, R. S., 328 Centre St.; Nicholas Williams, B. A.
- Granite Polishers.* Doble's Hall, Franklin St.; 1st Thurs. after 15th; Alexander Ross, C. S., 97 Intervale St.; Nicholas Williams, B. A.
- Hod Carriers and Building Laborers No. 133.* Johnson Bldg., 1382 Hancock St.; 1st Thurs. and 3d Tues.; James J. McFadden, Pres., 92 School St.; Fred H. Lord, B. A., 295 Washington St.
- Industrial Workers of the World No. 34.* Alexander, Cran, S., 19 Hersey Pl.
- Lathers No. 96.* Rm. 24, Johnson Bldg., 1382 Hancock St.; 2d and 4th Thurs.; Ernest Lord, F. S., Francis Rd., E. Weymouth.
- Loftsmen and Helpers No. 14322.* Rm. 24, Johnson Bldg., 1382 Hancock St.; Edwin S. Sines, S., 11 Turner St.

Local Trade Unions.

QUINCY — Con.

Machinists: Quincy Lodge No. 108. Rm. 22, Johnson Bldg., 1382 Hancock St.; 1st and 3d Wed.; William J. Avery, R. S., 24 Mill St.

Painters, Decorators, and Paperhangers No. 773. Rm. 24, Johnson Bldg., 1382 Hancock St.; 2d and 4th Thurs.; Charles F. Best, F. S., 229 Water St.; Fred H. Lord, B. A., 295 Washington St.

Pattern Makers Association (Branch of Boston Association). Rm. 22, Johnson Bldg., 1382 Hancock St.; 2d and 4th Wed.; Everett Wheeler, S., 42 Mill St.

Plumbers, Gasfitters, Steamfitters, and Steamfitters Helpers No. 275. Johnson Bldg., 1382 Hancock St.; 1st and 3d Tues.; John Darrah, Statistician, 8 Sheridan St., Dor.; Fred H. Lord, B. A., 295 Washington St.

Plumbers, Steamfitters, and Steamfitters Helpers No. 238 (Marine). Wilson Hall, Hancock St.; 1st and 3d Fri.; John M. Downes, C. S., 27 Saunders St., N. Weymouth.

Quarry Workers No. 47 (West Quincy). Farnham Hall; 2d and 4th Tues.; William Martell, F. S., 194 Common St., W. Quincy.

Quarry Workers No. 171. Clan MacGregor Hall, Water St.; 2d Fri.; Duncan Finlayson, S. T., 137 Independence Av.

Steam Engineers No. 79. Clan MacGregor Hall, cor. Franklin and Water Sts.; 2d and 4th Wed.; Alexander M. Smith, R. S., 215 Palmer St.

Street and Electric Railway Employees No. 253. Rm. 22, Johnson Bldg., 1382 Hancock St.; 2d and 4th Mon.; H. G. Johnson, F. S. and T., 103 Up-land Rd.; William H. Gould, B. A., 86 Revere Rd.

Team Drivers No. 305. Italian Hall, 376 Water St.; 1st Tues.; Albert Trotman, S. T., 36 Town Hill St.

Tool Sharpeners No. 1. Clan MacGregor Hall, Water St.; 3d Fri.; Edward H. McGinty, C. S., 11 N. Payne St.; Nicholas Williams, B. A.

Randolph.

Boot and Shoe Workers No. 123. Union Hall, School St.; 2d and 4th Fri.; Minot A. Burrell, F. S. and B. A., Box 556.

Reading.

Carpenters No. 1391. Lower Lyceum Hall, Haven St.; Alfred L. Oliver, S., 39 Auburn St.; John G. Cogill, B. A., 27 Glen Ct., Malden.

Street and Electric Railway Employees No. 249. Lyceum Hall, Haven St.; last Fri.; Robert A. Bowman, F. S., 15 Herbert St., Wakefield; Alexander Smyth, B. A., 9 High St.

REVERE.

Carpenters No. 846. A. O. H. Hall, Winthrop Av.; Fri.; Joseph F. Callahan, R. S., 68 Eustis St.; C. H. Morrison, B. A., 16 Pope St., E. Boston.

REVERE — Con.

City Employees No. 715. A. O. H. Hall, Winthrop Av.; 1st and 3d Tues.; William H. Quinlan, R. S., 13 Central Av.

Rockland.

Barbers No. 408. 22 E. Water St.; 4th Mon.; Alexander D. MacKinnon, C. and F. S., 112 Arlington St.

Boot and Shoe Workers No. 48 (Mixed). Bigelow Bldg., Union St.; 2d and 4th Thurs.; James F. Kane, F. S. T. and B. A., 198 Reed St.

Carpenters No. 1531. Cushing Blk., 59 Reed St.; Wed.; E. E. Simmons, F. S., 59 Reed St.; Leroy W. Beedle, B. A., 208 Allen St., E. Braintree.

Painters, Decorators, and Paperhangers No. 1013. Wampatuck Club Room, 306 Union St.; 2d Tues.; George H. Donnelly, R. S., 64 Madison St., E. Weymouth.

Rockport.

Carpenters No. 1349. Engineers Hall, Main St.; 1st and 3d Mon.; Charles B. Morse, R. S., 170 Granite St.

Granite Cutters: Cape Ann Branch. (See GLOUCESTER.)

Hoisting and Portable Engineers No. 108. Engineers Hall, 50 School St.; Wed.; Joseph Newbold, R. S., 3 Phillips Av., Pigeon Cove.

Paving Cutters No. 53. Temperance Hall, Forest St.; 2d Mon.; Frank A. Peterson, S., 49 Granite St.

Quarry Workers No. 86. Finnish Hall, Forest St.; 2d Wed.; Santeri Saari, C. S., 3 Smith St. Ct.

SALEM.

Bakers and Confectionery Workers No. 277. C. L. U. Hall, 71 Washington St.; 1st and 3d Sat.; Norman J. Montgomery, S. and B. A., 9 Bowditch St., Peabody.

Barbers No. 385. C. L. U. Hall, 71 Washington St., 1st Thurs.; Silas N. Lapham, C. and F. S., 133 Essex St.

Boot and Shoe Cutters No. 84 (U. S. W.). 145 Essex St.; Fri.; Michael F. Meagher, B. A.

Boot and Shoe Workers No. 174 (Mixed). Lyceum Bldg., 39 Church St.; 2d and 4th Thurs.; A. J. Grenier, B. A.

Bricklayers, Masons, and Plasterers No. 25. 175 Essex St.; Tues.; Timothy W. Fitzgerald, Treas., 14 Hazel St.; Edward F. Osgood, B. A., Turner St.

Building Laborers No. 14. Phoenix Hall, 41 Lafayette St.; Mon.; Patrick Welch, C. S., 71 Washington St.

Carpenters No. 888. Cate Blk., 71 Washington St.; Thurs.; C. H. Moore, R. S., 133 North St.

Carpenters No. 1210 (French). 71 Washington St.; Wed.; Ulric Michaud, R. S., 6 Cypress St.; Michael O'Brien, B. A.

Local Trade Unions.

SALEM — Con.

- Carpenters No. 1516 (Mill).* C. L. U. Hall, 71 Washington St.; 2d and 4th Thurs.; Elmer G. Walker, S., 8 Gifford Ct.; Michael O'Brien, B. A.
- Edgemakers Independent No. 2.* Veteran Firemen Hall, Essex St.; Fri.; William J. Carson, F. S., 44 Bridge St.; John D. Creeden, B. A., Danvers, Mass.
- Electrical Workers No. 259.* (See BEVERLY.)
- Horseshoers No. 289.* P. J. Judge, S., 135 Boston St.
- Lasters No. 16 (U. S. W.).* 145 Essex St.; Fri.; Patrick J. Buckley, B. A.
- Lathers No. 334 (Wood, Wire, and Metal).* C. L. U. Hall, 71 Washington St.; Mon.; H. H. Williams, R. S., 21 Riverside St., Danvers.
- Machinists No. 468.* C. L. U. Hall, 71 Washington St.; 1st and 3d Tues.; Homer J. Garrepy, R. S., 19 Bennett St., Beverly.
- Maintenance of Way Employees: Salem Lodge No. 82.* C. L. U. Hall, 71 Washington St.; 2d Sun.; F. J. Harvey, S. T., 3 Park St., Amesbury.
- Moving Picture Operators No. 245.* C. L. U. Hall, 71 Washington St.; 1st Sun.; B. A. Reed, C. S., Box 87; Charles I. Sowdon, B. A., 41 Harwood St., Lynn.
- Packing Room Workers No. 52 (U. S. W.).* 145 Essex St.; Tues.; Patrick J. Buckley, B. A.
- Painters, Decorators, and Paperhangers No. 247.* C. L. U. Hall, 71 Washington St.; Wed.; Harry A. Weston, R. S., 30 Highland Av.; C. Brown, B. A.
- Plumbers No. 138.* K. of P. Hall, Essex St.; Mon.; Albert F. Teague, R. S., 6 Walnut St., Beverly; Joseph A. Andrews, B. A., 71 Washington St.
- Railroad Building Mechanics, Division No. 2.* 175 Essex St.; 2d Tues.; Stephen W. Francis, R. S., 10 Pearl St.
- Railroad Station Employees No. 8.* Odell Hall, 60 Washington St.; 3d Fri.; Albert E. Barnes, S. T., 4 Winthrop St.
- Railroad Trainmen: North Shore Lodge No. 749.* Odell Hall, 60 Washington St.; 1st Fri. and 3d Sun.; Hugh Owens, S., 14 Union St.
- Railroad Workers: Salem Lodge No. 34.* C. L. U. Hall, 71 Washington St.; last Fri.; T. H. Condon, R. S. and B. A., 15 Boardman St.
- Railway Clerks: Witch City Lodge No. 78.* Freight Office; 1st Thurs.; Thomas J. Doyle, S., 5 Brown St.
- Sheet Metal Workers No. 262.* 71 Washington St.; Wed.; Edward F. Dunn, R. S., 11 Warren St.
- Shoe Supply Workers No. 69 (U. S. W.).* 145 Essex St.; Wed.; Patrick J. Buckley, B. A.
- Stationary Firemen No. 101.* C. L. U. Hall, 71 Washington St.; 2d and 4th Mon.; Edward T. Haggerty, F. S.
- Steam Engineers No. 93.* Rm. 26, 221 Essex St.; Wed.; F. D. Wheeler, C. and F. S., 36 Forrester St.
- Stitchers No. 85, Lady (U. S. W.).* 145 Essex St.; Mon.; Michael F. Meagher, F. S. and B. A.
- Stock Filers No. 29 (U. S. W.).* 145 Essex St.; Thurs.; Patrick J. Buckley, B. A.

SALEM — Con.

- Street and Electric Railway Employees No. 246.* C. L. U. Hall, 71 Washington St.; 1st and 2d Thurs.; Stuart A. Morgan, F. S., 12 Oak St., Danvers.
- Teamsters No. 301.* 71 Washington St.; 1st and 3d Tues.; James J. Darcy, F. S. T. and B. A., 87 Mason St.
- Theatrical Stage Employees No. 196.* C. L. U. Hall, 71 Washington St.; 3d Sun.; John H. Kingsley, F. and C. S., Box 32.

Saugus.

- Carpenters No. 1197.* K. of P. Hall, Central St.; Wed.; Fred W. Shaw, F. S., 57 Jasper St.; A. W. Clark, B. A., 62 Munroe St., Lynn.

Scituate.

- Carpenters No. 1842.* Town Hall, 1st and 3d Fri.; L. F. Knox, F. S., Gen. Del.

Sharon.

- Carpenters No. 966.* Workman's Bldg., S. Main St.; 1st Fri.; Benjamin S. Bolles, R. S. and B. A., Box 135.

Shelburne (SHELburne FALLS).

- Blacksmiths: Valley Lodge No. 84.* A. O. U. W. Hall, Main St.; 1st Wed.; Morris L. Thompson, R. S., Box 118, Shelburne Falls; Edward Haigis, B. A., Shelburne Falls.

SOMERVILLE.

- Carpenters No. 629.* Studio Bldg., Davis Sq.; Mon.; Charles W. Erb, R. S., 32 Quincy St.
- Carpenters No. 1379.* Liberty Hall, Hill Bldg., Union Sq.; Tues.; F. X. P. Quessy, R. S., 33 Trull St., Winter Hill Sta.
- City Employees No. 720.* Hibernian Hall, Union Sq.; 2d and 4th Fri.; Joseph J. Dennehy, S. T., 320 Lowell St.
- Flint Glass Workers No. 120.* Liberty Hall, Hill Bldg., Union Sq.; last Fri.; William J. McDonough, Jr., R. S., 20 Prospect St.
- Locomotive Firemen and Enginemen: Paul Revere Lodge No. 485.* (See BOSTON.)
- Meat Cutters and Butcher Workmen No. 383.* Independent Hall, Union Sq., Somerville; 1st Thurs. and 3d Sun.; John F. Barr, Pres., 151A Somerville Av.
- Painters, Decorators, and Paperhangers No. 937.* Hill Building, Union Sq.; Mon.; J. W. Mullally, R. S., 8 Newman St., N. Cambridge.
- Plasterers No. 275.* Liberty Hall, Hill Bldg., Union Sq.; 1st and 3d Mon.; Ernest A. Workman, F. S., 112 Harvard St., Medford; John E. Fox, B. A., 204 Cross St., Malden.
- Railway Clerks: Somerville Lodge No. 51.* Liberty Hall, Hill Bldg., Union Sq.; 2d Wed.; Charles A. Young, S., 164 Broadway.

Local Trade Unions.

Southbridge.

- Bartenders No. 742.* 7 Chapin St.; 1st Sun.; William W. Roycroft, F. and C. S., Hotel Columbia.
- Bricklayers, Masons, and Plasterers No. 50.* Foresters Hall; 1st Mon.; A. A. Lomain, F. S. and T., 75 Elm St.
- Carpenters No. 861.* Foresters Hall, Main St.; 1st Thurs.; Josephat Blanchette, R. S., 32 Cross St.

South Framingham. (See FRAMINGHAM.)

Spencer.

- Boot and Shoe Workers No. 161* (Mixed). Mechanic Hall, Chestnut St.; last Wed.; Alexander L. Gouin, S., Box 985.

SPRINGFIELD.

- Bakers No. 32.* C. L. U. Hall, 19 Sanford St.; 1st and 3d Sat.; Robert Philp, S., 9 Piney Pl.; R. E. Menzel, B. A., 32 Pine St. Ct.
- Bakers No. 404* (Hebrew). 150 Bridge St.; alt. Fri.; Meyer Levine, R. and F. S., 56 Linden St.
- Barbers No. 30.* C. L. U. Hall, 19 Sanford St.; 1st and 3d Thurs.; H. C. Niebuhr, C. and F. S. and B. A., 35 Pearl Pl.
- Bartenders No. 67.* C. L. U. Hall, 19 Sanford St.; 2d Sun.; Edmond Raleigh, R. S. and B. A., Box 893.
- Bill Posters and Billers No. 15.* 420 Main St.; 2d Sun.; Paul Davis, S. T. and B. A., 19 Bradford St.
- Boiler Makers: Home City Lodge No. 218.* Winkler Hall, cor. Bridge and Water Sts.; 2d and 4th Wed.; Jeremiah C. Driscoll, R. S., 141 Patton St.
- Bottlers and Drivers No. 143.* C. L. U. Hall, 19 Sanford St.; 2d and 4th Sun.; Hugh F. Bowen, R. and C. S., 124 Green St.
- Brass Molders No. 381.* (See *Molders No. 381, Brass.*)
- Brewery Workmen No. 99.* C. L. U. Hall, 19 Sanford St.; 1st and 3d Sun.; Martin Hayes, S., 31 Linden St.
- Bricklayers, Masons, and Plasterers No. 1.* C. L. U. Hall, 19 Sanford St.; Tues.; Richard A. Hennessey, C. S. and B. A., 65 Alden St.
- Building Laborers No. 3.* C. L. U. Hall, 19 Sanford St.; 1st and 3d Tues.; Florence Driscoll, R. S., 178 Liberty St.
- Building Laborers No. 36.* Sanford St.; 1st and 3d Wed.; David Consolati, C. S., Box 228, Mit-tineague.
- Carpenters No. 96* (French). C. L. U. Hall, 19 Sanford St.; Thurs.; Frederic Dalpe, R. S., 19 Massasoit Pl.
- Carpenters No. 177.* C. L. U. Hall, 19 Sanford St.; Fri.; F. W. Barber, R. S., 14 Mattoon St.; Thomas McCarroll, B. A., 845 Worthington St.
- Carpenters No. 1105* (Mill). C. L. U. Hall, 19 Sanford St.; 1st and 3d Wed.; Charles M. Bennett, R. S.,

SPRINGFIELD — Con.

- 94 Eastern Av.; Thomas McCarroll, B. A., 845 Worthington St.
- Cigar Makers No. 49.* C. L. U. Hall, 19 Sanford St.; Mon.; Paul H. Sheehan, S. T., 45 Hawthorne St.; W. J. Murphy, B. A.
- Coal Teamsters and Helpers No. 154.* C. L. U. Hall, 19 Sanford St.; 2d and 4th Wed.; Patrick Houlihan, R. S., 59 Cass St.; John Hurley, B. A., 288 Chestnut St.
- Cooks and Waiters No. 273.* Rooms 11 and 12, 22 E. Court St.; 1st and 3d Wed.; Charles E. Sands, S. T. and B. A., 15 Central St.
- Drop and Machine Forgers, Die Sinkers, and Trimmer Makers No. 1.* C. L. U. Hall, 19 Sanford St.; 2d and 4th Fri.; Richard F. Barry, F. S., 21 Grove St.
- Electrical Workers No. 7.* Engineers Hall, 373½ Main St.; Mon.; John A. Beauchemin, F. S. and B. A., 81 Pyncheon St.
- Electrical Workers No. 241* (Linemen). On call of chairman; Walter Wright, R. S., 11 W. School St., Westfield.
- Electrotypers No. 44.* C. L. U. Hall, 19 Sanford St.; 1st Thurs.; Louis C. Derosé, S., 53 Fremont St.
- Elevator Constructors No. 41.* 22 E. Court St.; 1st and 3d Mon.; Theodore Olsen, R. S., Box 34, East Longmeadow.
- Gas Workers No. 14692.* M. J. Hennessey, F. S., 65 Prospect St.
- Grain and Mason Supply Handlers No. 7445.* C. L. U. Hall, 19 Sanford St.; 1st Wed.; Jeremiah J. McCarthy, R. S., 107 Pecousic Av.; P. J. McCarthy, B. A., 66 Linden St.
- Granite Cutters.* (See HOLYOKE.)
- Hoisting and Portable Engineers No. 98.* C. L. U. Hall, 19 Sanford St.; 2d and 4th Wed.; S. J. Cormier, Pres., East Longmeadow, Mass.; John Cronin, B. A., 437 High St., Holyoke.
- Horseshoers No. 16.* C. L. U. Hall, 19 Sanford St.; 2d and 4th Wed.; James F. Kerr, F. S., 69 Bristol St.
- Lathers No. 25* (Wood, Wire, and Metal). C. L. U. Hall, 19 Sanford St.; 1st and 3d Mon.; Joseph Hope, S., 22 Margaret St.; Harry Jones, B. A., 527 Plainfield St.
- Lithographers Protective and Beneficial Association No. 21.* Nelson-Haynes Hotel; 1st and 4th Fri.; Morris Frampton, R. S., 118 Albemarle Av.
- Locomotive Engineers No. 63.* Fraternity Hall, 535½ Main St.; 1st and 3d Sun.; Charles E. Cooley, S. T., 40 Fairview Av., W. Springfield.
- Locomotive Firemen and Enginemen: Hampden Lodge No. 307.* I. O. O. F. Hall, Pyncheon St.; 1st Tues. and 3d Sun.; Charles W. Burleigh, R. S., 47 Bradford St.
- Locomotive Firemen and Enginemen: Home City Lodge No. 793.* Harmony Hall, Myrick Blk., 29 Worthington St.; 2d Thurs. and 4th Fri.; D. T. Barnfather, R. S., Suffield St., Agawam.
- Machinists: Ordnance Lodge No. 214.* C. L. U. Hall 19 Sanford St.; 1st and 3d Thurs.; P. J. Phelan F. S.; Daniel R. Donovan, B. A.

Local Trade Unions.

SPRINGFIELD — Con.

- Machinists No. 487, Railroad.* C. L. U. Hall, 19 Sanford St.; 2d Fri.; Harold D. Davis, R. S., 54 East Silver St., Westfield; George H. French, B. A., 22 Orleans St.
- Machinists No. 603.* Foresters Hall, Johnson St., Indian Orchard; 2d and 4th Thurs.; Otto Sipple, F. S., Box 46; Daniel R. Donovan, B. A.
- Maintenance of Way Employees No. 101.* Eagle Hall, 225 Main St.; 2d Thurs.; A. C. Smith, S. T., 1417 Broadway, Rensselaer, N. Y.
- Maintenance of Way Employees: Home City Lodge No. 209.* C. L. U. Hall, 19 Sanford St.; 3d Fri.; J. F. O'Connell, Gen. Del., Pittsfield.
- Metal Polishers, Buffers, Platers, and Brass Workers No. 30.* C. L. U. Hall, 19 Sanford St.; 2d and 4th Fri.; Bernard J. Mullaney, R. S., 234 Mill St.
- Molders No. 381, Brass.* C. L. U. Hall, 19 Sanford St.; 1st and 3d Wed.; John J. Kaveney, C. R., 128 Patton St.; James A. Loveday, B. A., 103 Ann St., Hartford, Ct.
- Molders No. 167, Iron.* C. L. U. Hall, 19 Sanford St.; 1st and 3d Fri.; R. J. Skeehan, F. S., 27 Russell St., W. Springfield; James Loveday, B. A., 103 Ann St., Hartford, Ct.
- Moving Picture Operators No. 186.* C. L. U. Hall, 19 Sanford St.; 2d and 4th Sun.; W. A. Clark, S., Box 835; J. Louis Lambert, B. A., 158 Oakland St.
- Musicians Protective No. 171.* 257 Main St.; 2d Sun.; E. H. Lyman, R. S., 79 Leet Av.; Cassius H. Cutler, B. A., 70 Dawes St.
- Painters, Decorators, and Paperhangers No. 257.* C. L. U. Hall, 19 Sanford St.; Wed.; J. Paul Bigelow, R. S., 52 Harvey St.; P. H. Triggs, F. S. and B. A., 218 Walnut St.
- Pattern Makers Association.* Rm. 10, 51 Market St.; 1st, 3d, and 5th Thurs.; Emmett R. Smith, R. S., 13 Jefferson St., Westfield; C. R. Cooke, B. A.
- Photo-Engravers No. 57.* C. L. U. Hall, 19 Sanford St.; 2d Tues.; George W. Clark, S., 884 Worthington St.; Charles L. Moore, S. T., 103 Spring St.
- Plumbers and Steamfitters No. 89.* C. L. U. Hall, 19 Sanford St.; Mon.; A. E. Stetson, R. S., 19 Alderman St.; M. J. Scanlan, F. S. and B. A.
- Printing Pressmen and Assistants No. 85.* C. L. U. Hall, 19 Sanford St.; 3d Thurs.; Louis M. Blaisdell, S. T., 131 Ranney St.
- Prompters No. 538 (Musicians).* Apollo Hall, 571 Main St.; 2d Sun.; Edward F. Connolly, S. T., 94 Dwight St.
- Railroad Station Employees No. 34.* Y. M. C. A., 15 Railroad Terminal; 1st Tues.; Philip J. Prendeville, C. and R. S., 77 Franklin St.
- Railroad Telegraphers No. 38.* Harmony Hall, 29 Worthington St.; 3d Sat.; Martin J. Walsh, S. T., 19 Chapin St., Merrick.
- Railroad Trainmen: City of Homes Lodge No. 622.* Harmony Hall, 29 Worthington St.; 2d and 4th Sun.; P. E. Clark, S., 32 Bradford St.

SPRINGFIELD — Con.

- Railroad Workers: Hampden Lodge No. 114.* C. L. U. Hall, 19 Sanford St.; 4th Fri.; George F. Bosworth, Pres., 15 Newbury St.
- Railway Carmen: City of Homes Lodge No. 534.* C. L. U. Hall, 19 Sanford St.; 2d Fri.; R. W. Stillman, R. S., Chester, Mass.
- Railway Clerks No. 130.* 2d Mon.; Herbert O. Wing, S., 351 Westfield St., Mittineague.
- Railway Conductors No. 198.* Myrick Bldg., 29 Worthington St.; 1st and 3d Sun.; A. E. McGirr, S. T., 454 Union St.
- Roofers No. 42, Slate and Tile.* 19 Sanford St., 3d Tues.; 437 High St., Holyoke, 1st Tues.; Wilson J. Horton, R. S., 159 State St.; John Cronin, B. A., 437 High St., Holyoke.
- School House Custodians No. 13152.* C. L. U. Hall, 19 Sanford St.; 1st Mon.; Maurice W. Landers, R. S., 53 Acushnet Av.
- Sheet Metal Workers No. 27.* C. L. U. Hall, 19 Sanford St.; 2d and 4th Thurs.; Charles F. Blood, R. and C. S., 317 Riverdale St., W. Springfield; W. E. Osborne, B. A., Box 371.
- Sheet Metal Workers No. 400 (Coppersmiths).* 150 Bridge St.; 1st Mon.; Axel Terho, R. S., 24 Birnie Av.
- Steamfitters and Helpers No. 603.* C. L. U. Hall, 19 Sanford St.; Mon.; Frank B. Ramsdell, F. S., 82 Bloomfield St.; M. J. Scanlon, B. A., 14 Lyndale St.
- Stereotypers and Electrotypers No. 121.* 19 Sanford St.; 2d Tues.; Joseph F. Darby, S., 226 High St.
- Stone Cutters.* C. L. U. Hall, 19 Sanford St.; 1st and 3d Thurs.; Daniel J. Russell, S. T., 180 E. Dwight St., Holyoke; John Cronin, B. A., 437 High St., Holyoke.
- Street and Electric Railway Employees No. 448.* C. L. U. Hall, 19 Sanford St.; 2d and 4th Tues.; E. A. Raleigh, R. S., 282 Wilbraham Rd.; M. J. Hennessey, F. S., 65 Prospect St.
- Switchmen: Bay State Lodge No. 73.* 118 Plainfield St.; 2d Wed.; E. T. Clark, S.
- Tailors No. 26.* C. L. U. Hall, 19 Sanford St.; 1st and 3d Tues.; P. B. McCabe, R. S., Box 611.
- Teamsters No. 181.* C. L. U. Hall, 19 Sanford St.; 2d and 4th Thurs.; William T. Wright, S. T. and B. A., 152 Pendleton Av.
- Telephone Operators No. 3A.* Public Market Hall, Main St.; 2d and 4th Fri.; Miss Maude O. Mansfield, R. S. and B. A., 246 King St.
- Theatrical Stage Employees No. 53.* C. L. U. Hall, 19 Sanford St.; 3d Sun.; John L. Dickinson, S. T., Box 275; F. C. McCarthy, B. A., Box 275.
- Tobacco Strippers No. 9608.* C. L. U. Hall, 19 Sanford St.; 1st Fri.; Mrs. Rose Florio, R. and C. S., 50 Chapin St., Merrick.
- Typographical No. 216.* C. L. U. Hall, 19 Sanford St.; 4th Sun.; Arthur F. Hardwick, S. T., 38 Adams St.
- Wine Clerks No. 866 (Wholesale).* C. L. U. Hall, 19 Sanford St.; 2d Sun.; Thomas J. Calnen, Jr., R. S., 47 Hebron St.

Local Trade Unions.

SPRINGFIELD — Con.

Wire Weavers Benevolent and Protective Association: Eastern Division. L'Union Canadienne Hall, Front St., Chicopee; 2d Fri.; Fred C. Blair, C. and R. S., 104 Grover St.

Stoneham.

Boot and Shoe Workers No. 11. Dows Blk., Main St.; Mon.; William F. Bekkenhuis, S., 303 Montvale Av., Woburn.

Carpenters No. 1463. Spanish War Veterans Hall; 1st and 3d Fri.; Thomas J. McHale, F. S., 4 Pleasant St.; John G. Cogill, B. A., 27 Glen Ct., Malden.

Cutting Die and Cutter Makers No. 306. Spanish War Veterans Hall; 1st Thurs.; James Shanley, S. T., 334 Main St.

Shoe Workers No. 81 (Mixed) (U. S. W.). U. S. W. Hall, Central Sq.; Tues.; W. H. Richardson, S., 46 Wright St.

Carpenters No. 1063. Carpenters Hall, 46 Wyman St.; Wed.; F. O. Fowler, R. S., 155 Porter St.; Benjamin S. Bolles, B. A., Box 135, Sharon, Mass.

Metropolitan Park Employees No. 12223. (See Boston: Federal Labor No. 12223.)

Swampscott.

Retail Clerks No. 247. Town Hall; 1st and last Tues.; Charles J. Oliver, R. S., 48 King St.

TAUNTON.

Bakers No. 54. C. L. U. Hall, 19 Broadway; 2d and last Sat.; Thomas J. Megan, C. S., 9 Grove St.

Barbers No. 345. C. L. U. Hall, 19 Broadway; 2d Thurs.; Abram S. Morse, F. and C. S., 41 Cohannet St.

Bartenders No. 84. Jones Blk., Broadway; 2d Sun.; William H. Phipps, F. S. and B. A., 34 Shores St.

Boot and Shoe Workers No. 296 (Repairers). C. L. U. Hall, 19 Broadway; 1st Sun.; M. F. Fitzgibbons, F. S., 28 High St.

Bricklayers, Masons, and Plasterers No. 13. A. O. H. Hall, 19 Weir St.; 2d and 4th Wed.; Ernest Shepard, C. S., 96 Cohannet St.

Carpenters No. 1035. Rm. 7, Jones Blk., Broadway; Mon.; Alfred E. Shaw, R. S., 82 Washington St.

Carpenters No. 1487. St. Jean Baptiste Hall, 13 Whittenton St.; Fri.; George A. Grenier, R. S., 28 Madison St.

Carpenters No. 1772 (Building and Bridge). Carpenters Hall, Broadway; 1st Wed.; Andrew F. Boylan, F. S., 60 W. Weir St.

Cigar Makers No. 326. C. L. U. Hall, 19 Broadway; 4th Thurs.; Daniel J. Kervick, C. and F. S., 54 Weir St.

Electrical Workers No. 499: Sub Local No. 1 (Mixed). Bartenders Hall, 18 Broadway; Francis C. Sartoris, F. S., 10 Hodges Av.; F. B. Goodwin, B. A., Montello St., Brockton.

TAUNTON — Con.

Folders No. 651. C. L. U. Hall, 19 Broadway; 2d Mon.; Alfred P. Taylor, S., 16 South St.; T. McMahon, B. A., 671 Atwell Av., Providence, R. I.

Granite Cutters: Taunton Branch. H. J. King, Dist. Officer, 425 Washington St.

Locomotive Firemen and Enginemen No. 474. K. of P. Hall, Broadway; 1st and 3d Sun.; H. M. Walker, R. S., 82 Whitfield St., Dorchester.

Loomfixers No. 803. C. L. U. Hall, 19 Broadway; 4th Mon.; William Mitchell, F. S. and B. A., 90 School St.

Machinists No. 489. Carpenters Hall, 7 Broadway; 2d Thurs.; T. P. Moran, F. S., 138 Oak St.

Machinists No. 714. C. L. U. Hall, 19 Broadway; 1st and 3d Fri.; Patrick F. Devers, R. S., 21 Presbrey Av.

Metal Polishers, Buffers, Platers, Brass, and Silver Workers No. 154. C. L. U. Hall, 19 Broadway; 2d Fri.; George Gallagher, R. S. and B. A., 23 Godfrey St.

Molders No. 39. Good Samaritan Hall, Main and Weir Sts.; 1st and 3d Sat.; E. F. Kennedy, C. R., 28 White St.; Eugene L. Murphy, B. A., 116 Winslow Av., Norwood.

Mule Spinners No. 12. C. L. U. Hall, 19 Broadway; 2d and 4th Sat.; Daniel J. Minahan, S. T. and B. A., 246 Washington St.

Musicians No. 231. A. O. H. Hall, 19 Weir St.; 2d Sun.; P. J. Edgar, S., 126 Broadway.

Painters, Decorators, and Paperhangers No. 574. A. O. H. Hall, 19 Weir St.; 1st and 3d Fri.; John W. Reilly, R. and C. S., 34 Adams St.

Pattern Makers. Odd Fellows Bldg., Court St.; 2d and 4th Tues.; F. M. Chase, R. S., 1 Fairview Av.

Plumbers, Gasfitters, Steamfitters, and Helpers No. 626. C. L. U. Hall, 19 Broadway; 1st and 3d Wed.; Harry McVay, R. S., 21 Sheridan St.

Railroad Trainmen: Old Colony Lodge No. 70. Odd Fellows Hall, Court St.; 1st and 3d Sun.; Alfred J. Gadoway, Pres., 9 Agricultural Av.

Retail Clerks No. 616. Eagles Hall, Broadway; on call; Frank A. Paull, S. T. and B. A., 12 E. Whittenton St.

Stationary Firemen No. 305. C. L. U. Hall, 19 Broadway; 1st Sun. and 2d Thurs.; Arthur J. Sample, S., 22 Berkeley St.

Steam Engineers No. 488. Engineers Hall, 19 Broadway; 2d and 4th Thurs.; Andrew F. Dunbar, R. S., 138 School St.

Stove Mounters and Range Workers No. 40. Foresters Hall, W. Water St.; 2d Wed.; E. F. Leonard, F. S., 1 W. Water St.

Street and Electric Railway Employees No. 243. C. L. U. Hall, 19 Broadway; 3d Mon.; Frank E. Lunney, R. S., 113 Winthrop St.

Theatrical Stage Employees No. 561. Odd Fellows Hall, Court St.; 2d Sun.; George E. Jennings, S., 4 Pine St.; Russell Davis, B. A., 27 Tremont St.

Local Trade Unions.

TAUNTON — Con.

Typographical No. 319. C. L. U. Hall, 19 Broadway; 1st Mon.; Philip F. Coyle, S. T., 16 Bradford St.

Townsend.

Coopers No. 96 (Soft Wood). Engine Hall, Elm St.; 1st and 3d Thurs.; H. L. Spofford, C. S., Box 148.

Granite Cutters (West Townsend). Firemen's Hall, Main St.; on call; John Macdonald, Dist. Officer, Townsend, Mass.

Paving Cutters No. 128. Engine Hall, Elm St.; 2d Thurs.; James Knaggs, S., Box 145.

Quarry Workers No. 184. Warren Elliott, S., W. Townsend, Mass.

Turners Falls. (See MONTAGUE.)

Uxbridge.

Carpenters No. 264. F. H. Paddock, R. S., Uxbridge, Mass.

Street and Electric Railway Employees No. 22. (See WORCESTER.)

Wakefield.

Carpenters No. 862. Albion Hall, Albion St.; 2d and 4th Thurs.; G. B. Moore, R. S., 7 Pitman Av., Greenwood; John G. Cogill, B. A., 27 Glen Ct., Malden.

Iron Molders No. 70. M. C. O. F. Hall, 2 Foster St.; 3d Fri.; George F. Hanright, F. S., 65 Gould St.; William John, B. A., 25 Wilbur St., Everett.

Plumbers, Gasfitters, Steamfitters, and Steamfitters Helpers No. 550. Spanish War Veterans Hall, Main St.; 2d and 4th Tues.; Clifford Legg, R. S., 7 Briggs St., Melrose Highlands.

Rattan Workers No. 1205. Hibernian Hall, cor. Albion and Main Sts.; 2d Fri.; J. H. Thwaites, Pres., 10 Charles St.; John G. Cogill, B. A., 27 Glen Ct., Malden.

Shoe Workers Protective No. 5 (Turn Workmen). Kingman Blk., Main and Albion Sts.; 2d and 4th Thurs.; S. J. Pothier, S., 163 Merrimack St., Haverhill; Walter E. Rice, B. A., 163 Merrimack St., Haverhill.

Shoe Workers No. 78 (Mixed) (U. S. W.). A. O. H. Hall, Main St.; 1st and 3d Mon.; A. C. Woodburn, R. S., 59 Chestnut St.; James McHugh, Pres., 43 Boardman Av., Melrose Highlands.

Street and Electric Railway Employees No. 249. (See READING.)

Teamsters, Chauffeurs, and Helpers No. 462, General. Dudley Hall, Albion St.; 1st and 3d Wed.; Norman A. Orde, S. T., 14 Auburn St.

Walpole.

Carpenters No. 1479. I. O. O. F. Hall, Main St.; 1st and 3d Wed.; Ernest Hunt, R. S., Allen St.

WALTHAM.

Barbers No. 711. Carpenters Hall, 6 Crescent St.; 1st and 3d Wed.; Albert B. Bush, S.

Bricklayers, Masons, and Plasterers No. 15. Eagle Hall, Central Sq.; Tues.; James Hannify, C. S., 219 School St.

Carpenters No. 540. Carpenters Hall, Moody and Crescent Sts.; Wed.; W. C. Chandler, R. S., 137 Alder St.; L. H. Johnston, B. A., 251 Washington St., Newton.

Coal Teamsters and Helpers No. 323. Pequossette Hall, Galen St., Watertown; 1st and 3d Mon.; Patrick T. Hughes, S. T., 41 Paul St., Watertown.

Cotton Mule Spinners. A. O. H. Hall, 710 Main St.; 2d Fri.; Thomas Manning, S., 27 Benefit St.

Iron Molders No. 102. A. O. H. Hall, 710 Main St.; 2d and 4th Tues.; William F. Griffin, C. R., 145 South St.; William John, B. A., 25 Wilbur St., Everett.

Lathers No. 142. Monument Hall, Main St.; 1st and 3d Tues.; John J. Greeley, S., 476 Main St.; Thomas J. Duddy, B. A., Newton St.

Machinists: Norumbega Lodge No. 465. 121 Pine St.; 1st Tues.; M. H. Nethercote, R. S., 85 Pine St.

Painters, Decorators, and Paperhangers No. 894. Hibernian Hall, 710 Main St.; 1st and 3d Wed.; Thomas A. Farr, R. S., 144 Hammond St.

Plumbers No. 289. Monument Hall, Main St.; 1st and 3d Thurs.; Robert L. McCaul, R. S., 1 Summer Av.; Joseph Tyler, B. A., 85 Gardner St.

Street and Electric Railway Employees No. 600. A. O. H. Hall, 710 Main St.; 1st Fri.; Edward Malloy, R. S., 197 Charles St.; W. H. Clark, B. A., 89 Crescent St., Auburndale.

Theatrical Stage Employees No. 505. A. O. H. Hall, 710 Main St.; 3d Sun.; Carl P. Miller, S. T., 90 Cherry St.; Frank Campbell, B. A., Scenic Theatre.

Typographical No. 259. 621 Main St.; 1st Mon.; A. L. Moody, S.

Ware.

Bartender's No. 123. Eagle Hall, Main St.; 1st Sun.; Louis A. Strack, C. S., Gilbertville, Rd.

Carpenters No. 1630. Union Hall, 68 Main St.; 1st and 3d Thurs.; A. M. Ramsdell, R. S., 30 Prospect St.

Painters, Decorators, and Paperhangers No. 648. 45 South St.; 1st Sun.; William A. Metcalf, S. T., 45 South St.

Wareham.

Carpenters No. 1579. K. of P. Hall, Onset Av.; 1st and 3d Wed.; George L. Quinn, F. S., Box 211, Onset; W. E. Lewis, B. A., Onset, Mass.

Folders No. 822 (E. Wareham). Members' homes; 1st Tues.; Robert Smith, F. S., Box 1274, E. Wareham; Thomas F. McMahon, B. A., Olneyville, Providence, R. I.

Local Trade Unions.

Watertown.

- City Employees No. 807.* Pequotsette Hall, Galen St.; 4th Mon.; Joseph F. Fennell, Treas., 35 Cross St.
- Coal Teamsters and Helpers No. 328.* (See WALTHAM.)
- Iron Molders No. 179.* Pequotsette Hall, Galen St.; 3d Thurs.; Thomas O'Brien, C. S., 16 Gilkey St.; William John, B. A., 25 Wilbur St., Everett.
- Machinists No. 150.* Malta Hall, Prospect St., Cambridge; 2d and 4th Mon.; J. P. Larkin, R. S. and B. A., 11 Fairfield St.
- Machinists No. 716.* G. A. R. Hall, Main and Mt. Auburn Sts.; 1st and 3d Tues.; A. P. Washburn, Pres., 22 Cross St.; C. A. Cornay, B. A., 987 Washington St., Boston.
- Metal Polishers, Buffers, and Platers No. 50.* Union Market Hotel; 1st Thurs.; T. Robert Quinlan, F. and R. S., 46 West St., Needham Heights.
- Stove Mounters and Range Workers No. 41.* G. A. R. Hall; 4th Thurs.; Thomas Timmins, R. and C. S., 278 Newtonville Av.

Webster.

- Barbers No. 358.* B. and S. W. Hall, 56 Main St.; last Thurs.; Ernest J. Todd, S. and B. A.
- Boot and Shoe Workers No. 278.* 56 Main St.; 1st and 3d Thurs.; John H. Ryan, B. A., Box 72.
- Carpenters No. 1749.* Racicot Hall, E. Main St.; 1st and 3d Tues.; A. T. Terrian, S.; B. A. Sundin, B. A., 20 Madison St., Worcester.
- Painters, Decorators, and Paperhangers No. 395.* Sigel Hall, 36 High St.; 1st Wed.; John Fiddes, R. S., 21 Whitcomb St.

Wellesley.

- Painters, Decorators and Paperhangers No. 916.* (See NATICK.)

Westborough.

- Carpenters No. 1459.* A. O. H. Hall, Main St.; 2d and 4th Fri.; Robert L. DeArmond, R. S., 6 Whitney St.
- Painters, Decorators, and Paperhangers No. 614.* A. O. H. Hall, Main St.; 2d and 4th Thurs.; N. C. Lundberg, R. and F. S., R. F. D. No. 2; Gibbs W. Braley, B. A., Elm St.

Westfield.

- Barbers No. 88.* C. L. U. Hall, 112 Elm St.; 4th Tues.; J. C. Cleary, C. and F. S. and B. A., 26 Union St.
- Bartenders No. 82.* C. L. U. Hall, 112 Elm St.; 1st Sun.; James M. Doherty, S., Box 7.
- Boot and Shoe Workers No. 135* (Repairs). 4th Mon.; William Arnold, S., Elm Park Bldg.
- Bricklayers, Masons, and Plasterers No. 24.* Foresters Hall, School St.; 2d and 4th Wed.; F. J. MacKay, C. S., 17 Bush St.

Westfield — Con.

- Carpenters No. 222.* C. L. U. Hall, 112 Elm St.; 1st and 2d Tues.; Charles Van Heynigen, F. S., Box 485; E. J. Taggart, B. A., 18 Cortez St.
- Cigar Makers No. 28.* C. L. U. Hall, 112 Elm St.; 2d Mon.; S. J. T. Wall, F. S., Box 102.
- Iron Molders No. 95.* C. L. U. Hall, 112 Elm St.; 1st and 3d Wed.; Terence Campbell, C. R., Box 90.
- Lithographers No. 21.* (See SPRINGFIELD.)
- Machinists No. 731.* M. J. Sullivan, S., 16 Columbia St.
- Metal Polishers, Buffers, and Platers No. 80.* C. L. U. Hall, 112 Elm St.; last Fri.; E. R. Stratton, R. S., 8 Sterling St.
- Musicians Protective No. 91.* C. L. U. Hall, 112 Elm St.; 1st Sun. in Jan., Apr., July, Oct., and Dec.; W. Eugene Guilford, R. S., 11 Belvedere Garden.
- Painters, Decorators, and Paperhangers No. 290.* C. L. U. Hall, 112 Elm St.; 2d and 4th Wed.; Peter C. McKay, R. S. and B. A., 3 St. Dennis St.
- Plumbers No. 607.* C. L. U. Hall, 112 Elm St.; 2d Fri.; Milton F. Gardner, R. S., 12 Pleasant St.
- Railroad Trainmen: Woronoco Lodge No. 335.* A. O. H. Hall, 236 Elm St.; 2d Wed. and 3d Sun.; W. J. Rooney, S., 3 Sibley Av.; W. J. Macauley, B. A., Bay State House.
- Retail Clerks No. 176.* C. L. U. Hall, 112 Elm St.; 2d Tues.; W. F. Murphy, C. S., 76 Orange St.
- Teamsters No. 349, Coal.* C. L. U. Hall, 112 Elm St.; 3d Mon.; Jeremiah J. Mahoney, S. T., 13 Belmont St.

Westford.

- Granite Cutters: Graniteville Branch.* 1st Wed. after 15th; Martin Hansan, S., Graniteville, Mass.

West Springfield.

- Locomotive Firemen and Enginemen: Merrick Lodge No. 563.* Centennial Hall, Union St.; 1st and 3d Sun.; James M. VanWagner, R. S., 218 Main St.
- Paper Makers: Agawam Lodge No. 14* (Mittineague). A. O. H. Hall, Front St.; 2d and 4th Sun.; M. J. O'Connell, R. S., Box 238, Mittineague.
- Railroad Trainmen: Pioneer Lodge No. 238.* Centennial Hall, Union St.; 2d and 4th Sun.; J. A. Flynn, S., R. F. D. No. 2.

Weymouth.

- Boot and Shoe Workers No. 53* (Mixed). McMorro Hall, Kane Av.; 1st and 3d Fri.; John H. Tobin, B. A., 5 Cottage St., E. Weymouth.
- Bricklayers and Plasterers No. 52.* (See QUINCY.)

Whitman.

- Boot and Shoe Workers No. 31* (Mixed). Rm. 7, Jenkins Bldg., 591 Washington St.; 1st and 3d Mon.; George Douglas, F. S. and B. A., Box 816, Sta. A.

Local Trade Unions.

Whitman — Con.

- Carpenters No. 1018.* K. of C. Hall; 1st and 3d Wed.; L. W. Beedle, S., 208 Allen St., E. Braintree.
- Cutters No. 466* (B. & S. W.). Harding Bldg.; 1st and 3d Tues.; Michael J. Casey, S., 108 Stetson St.
- Edgemakers No. 425* (B. & S. W.). Jenkins Bldg., 591 Washington St.; 1st and 3d Fri.; George L. Brouillard, F. S. and T., 27 Alden St., Sta. A.
- Lasters No. 69* (B. & S. W.). Rm. 5, Jenkins Bldg., 591 Washington St.; 1st and 3d Thurs.; Arthur F. Hatch, S., Box 114.
- Stitchers No. 129* (B. & S. W.). A. O. H. Hall, Jenkins Bldg., 591 Washington St.; 2d and 4th Mon.; Michael T. White, F. S., 91 Winter St.
- Treers, Dressers, and Packers No. 105* (B. & S. W.). Jenkins Bldg., 591 Washington St.; 1st and 3d Fri.; William O'Brien, S., 344 Commercial St.

Williamstown.

- Carpenters No. 979.* G. A. R. Hall, Spring St.; 1st and 3d Mon.; W. J. Barber, R. S., 48 Southworth St.; Thomas W. Nichols, B. A., 18 Arnold St.
- Painters, Decorators, and Paperhangers No. 622.* G. A. R. Hall, Spring St.; 1st and 3d Tues.; W. F. Williams, R. S., North St.; J. J. Green, B. A., Cole Av.

Winchester.

- Carpenters No. 991.* Masonic Hall, Winchester Sq.; 1st and 3d Wed.; George G. Welch, R. S., 26 Prescott St., Arlington; John G. Cogill, B. A., 27 Glen Ct., Malden.
- Painters, Decorators, and Paperhangers No. 74.* A. O. H. Hall, Lyceum Bldg., Main St.; Thurs.; Eugene Cullity, R. S. and B. A., 12 Oak St.
- Plumbers No. 450.* (See Woburn.)
- Teamsters and Helpers No. 321, General.* Foresters Hall, Main St.; 1st Tues.; Henry T. Kelley, S. T., 11 Hill St.
- Town Employees No. 465.* Foresters Hall, Main St.; 1st Wed.; Thomas J. Kean, R. and C. S., 11 Linden St.

Winthrop.

- Carpenters No. 821.* Carpenters Hall, 9 Pauline St.; Tues.; Arthur G. Campbell, R. S., 57 Marshall St.; A. J. Howlett, B. A., 30 Hanover St., Boston.
- Painters No. 690.* Carpenters Hall, 9 Pauline St.; 2d and 4th Mon.; Thomas W. McLean, S. T., 87 Horace St., E. Boston.

WOBURN.

- Barbers, Journeymen.* At different shops; 3d Wed.; John T. Davey, S., 6 Montvale Av.
- Bricklayers and Plasterers No. 45.* Mechanics Hall, cor. Main and Walnut Sts.; 2d and last Tues.; John F. McCarthy, F. S., 1 N. Warren St.

WOBURN — Con.

- Carpenters No. 885.* Mechanics Hall, Main and Walnut Sts.; Thurs.; Robert H. Creed, R. S., 70 Elm St., N. Woburn; John G. Cogill, B. A., 27 Glen Ct., Malden.
- Painters, Decorators, and Paperhangers No. 605.* (See MEDFORD.)
- Plumbers No. 450.* Carpenters Hall, 415 Main St.; 1st and 3d Tues.; William F. Cummings, F. S., 17 Cleveland Av.
- Street and Electric Railway Employees No. 473.* Curtis Bk., 377A Main St.; 1st Tues.; Edwin J. Lord, F. S. and T., 33 Union St.

WORCESTER.

- Bakers No. 133.* 3 Winter St.; 28th of each month; Wolf White, S. T., 124 Millbury St.
- Bakers No. 177.* Carpenters Hdq., 20 Madison St.; 2d and 4th Sat.; Eugene Boyer, F. S., 6 Sigel St.; Edward Berglund, B. A., Arnold Rd.
- Barbers No. 186.* K. of C. Hall, 20 Pearl St.; 1st and 3d Thurs.; Ernest H. Tosi, C. and F. S., 387 Main St.; Peter Naphen, B. A., 19 Woodbine St.
- Bartenders No. 95.* Carpenters Hdq., 20 Madison St., 2d Sun.; James H. Loughlin, F. S. and B. A.; 458 Park St.
- Bill Posters and Billers No. 52.* Arcanum Hall, 566 Main St.; 1st Sun.; Franklin J. Brierly, F. and R. S., 1 Green St.
- Boot and Shoe Workers No. 162* (Mixed). A. O. H. Hall, 26 Trumbull St.; 1st Thurs.; Thomas R. Wiseman, S. T., 6 Preston St.
- Bottlers and Drivers No. 180.* A. O. H. Hall, 26 Trumbull St.; 2d and 4th Thurs.; James McHugh, F. S., 2 View St.
- Brewery Workmen No. 136.* A. O. H. Hall, 26 Trumbull St.; 1st and 3d Fri.; Patrick J. Mahoney, S., 25 Arlington St.
- Bricklayers and Plasterers No. 6.* 64 Southbridge St.; Tues.; Patrick Cronin, F. S., 17 Fox St.
- Bridge and Structural Iron Workers No. 57.* Electrical Workers Hall, 419 Main St.; 2d and 4th Thurs.; H. Hanley Coates, F. S., 24 Laurel St.; Henry Duquette, B. A., 24 Bradley St.
- Building Laborers No. 4.* Dexter Hall, 506 Main St.; Tues.; Martin J. Carroll, S. T., 12 Nixon Av.
- Card Machine Operators* (Earle and Howard Shops). Percy Milner, S., 54 Woodland St.
- Carpenters No. 23.* Carpenters Hdq., 20 Madison St.; Fri.; Bennett F. Gordon, R. S., 2 Richmond Av.; B. A. Sundin, B. A.
- Carpenters and Joiners No. 408.* Carpenters Hdq., 20 Madison St.; Tues.; Odias Emond, C. S., 15 Adams St.; B. A. Sundin, B. A.
- Carpenters No. 720* (Swedish). Carpenters Hdq., 20 Madison St.; 2d and 4th Tues.; J. Oscar Forsberg, F. S., 27 Bates Av.; B. A. Sundin, B. A.
- Carpenters No. 877* (Shop). Carpenters Hdq., 20 Madison St.; 1st and 3d Fri.; Felix Faucher, R. S., 116 Pilgrim Av.; B. A. Sundin, B. A.
- Carpenters No. 1006.* Carpenters Hdq., 20 Madison St.; Thurs.; Robert Moreau, R. S., 16 Hamburg St.; B. A. Sundin, B. A.

Local Trade Unions.

WORCESTER — Con.

- Carpel Weavers Association.* Bon Ami Hall, cor. Southgate and Grand Sts.; last Tues.; William Evans, Clerk and B. A., 8 Douglas Ct.
- Cigar Makers No. 92.* Electrical Workers Hall, 419 Main St.; 1st Fri.; George Apholt, R. and C. S., Box 339.
- City Employees Protective No. 200.* Carpenters Hdq., 20 Madison St.; 1st and 3d Sun.; William Butler, F. S., 591 Cambridge St.
- Cloak and Skirt Makers No. 75.* 128 Green St.; Mon.; Miss Ada Erloutz, F. S., 9 Beach St.; Henry Rubin, Pres., 52 Grafton St.
- Coal Teamsters No. 308.* Carpenters Hdq., 20 Madison St.; 2d Sun.; Jeremiah F. Donoghue, R. S., 31 Jefferson St.
- Coopers No. 118 (Brewery).* Carpenters Hdq., 20 Madison St.; 1st Wed.; Henry Killian, F. and C. S., 131 Lamartine St.
- Cutting Die and Cutter Makers No. 301.* Beaver Hall, 9 Bartlett St.; 2d Wed.; John Greenhalge, S. T., 8 Lewis St.
- Electrical Workers No. 96.* Electrical Workers Hall, 419 Main St.; Mon.; H. S. Ross, R. S.; Eli F. Nichols, B. A., 10 Loring St.
- Electrical Workers No. 616 (Telephone men).* Moose Hall, 36 Pearl St.; 1st and 3d Tues.; George E. Winchester, R. S., 628 Cambridge St.
- Engineers, Amalgamated Society of: Worcester Branch No. 859.* Arcanum Parlors, 566 Main St.; alt. Sat.; William Shaw, S., 47 Hope Av.
- Granite Cutters: Worcester Branch.* K. of C. Hall, 34 Front St.; 3d Fri.; James McEvoy, C. S., Crescent St.; Charles W. Peterson, F. S., 604 Park Av.
- Hoisting and Portable Engineers No. 221.* Electrical Workers Hall, 419 Main St.; 2d and 4th Thurs.; Thomas Shed, S. T., 48 Lakewood St.
- Horseshoers No. 51.* St. Jean Baptiste Hall, Bartlett St.; 2d and 4th Mon.; Edward Murphy, R. S., 64 King St.
- Janitors No. 380.* Essenic Hall, 566 Main St.; 1st Sat.; Harry Brearley, R. S., 72 Oread St.
- Lathers No. 79 (Wood, Wire, and Metal).* 35 Wal St.; 2d and 4th Tues.; Charles P. Soucy, S., R. F. D., Central St., Leominster; Moses G. Pepin, B. A., 35 Wall St.
- Locomotive Engineers No. 64.* Castle Hall, 405 Main St.; 1st and 3d Sun.; Theodore B. Wardwell, S. T., 11½ Hammond St.; W. J. Lord, Chief Engineer, 101 Plantation St.
- Locomotive Firemen and Enginemen: Bay State Lodge No. 73.* Royal Hall, 306 Main St.; 2d and 4th Sun.; G. L. Fletcher, R. S., 72 Chatham St.; F. A. Symonds, B. A., 22 Lincoln Sq.
- Machinists No. 339.* Carpenters Hdq., 20 Madison St.; 2d and 4th Thurs.; Angus D. Martin, R. S. and B. A., 583 Southbridge St.
- Machinists: Equality Lodge No. 694.* Hodgkins Hall, 6 McKinley Rd.; 1st and 3d Thurs.; Albert N. Young, R. S., 1313 Grafton St.
- Maintenance of Way Employees No. 63: Crescent City Lodge.* A. O. H. Hall, 26 Trumbull St.; 1st Thurs.; Henry Remillard, S., 17 Upsala St.

WORCESTER — Con.

- Maintenance of Way Employees No. 109: Worcester Lodge.* A. O. H. Hall, 26 Trumbull St.; 2d Sat.; Leo A. Jones, R. S., Bedford Av.
- Maintenance of Way Employees No. 356: Commonwealth Lodge.* (B. & M. R.R.). Carpenters Hdq., 20 Madison St.; 1st Sun.; Alonzo B. Bishop, R. S., 36 Lincoln St.
- Metal Polishers No. 33.* Carpenters Hdq., 20 Madison St.; 2d and 4th Fri.; J. N. Rocheleau, R. S., 30 Winfield St.
- Molders No. 5, Iron.* Carpenters Hdq., 20 Madison St.; Mon.; Joseph E. Johnson, C. R., 175 Water St.
- Musicians Association No. 143.* Rm. 52, 274 Main St.; 2d Sun.; Louis T. Estabrook, S., 14 Larch St.
- Painters, Decorators, and Paperhangers No. 48.* Carpenters Hall, 20 Madison St.; Mon.; James E. Heffron, F. S. and B. A.
- Paperhangers No. 483.* Rm. 42, Dexter Bldg., 554 Main St.; 2d and 4th Fri.; Frank Bacon, F. S., 7 Winslow St.; L. M. Beckford, B. A., 9 Dunbar St.
- Pattern Makers Association.* 20 Madison St.; 2d and 4th Tues.; George H. Miller, R. S., 61 Townsend St.; Thomas Berrell, B. A., 25 Jaques Av.
- Photo-Engravers No. 47.* 566 Main St.; 4th Tues.; Warren A. Hanson, R. S., 174 Pleasant St.
- Plumbers No. 4.* Granite Hall, 566 Main St.; 2d and 4th Thurs.; Frank McNulty, S., 3 Winthrop St.
- Printing Pressmen and Assistants No. 72.* 566 Main St.; 1st Tues.; Ralph L. Clark, S. T., 31 Moore Av.
- Railroad Station Employees Division No. 10.* Beaver Hall, 9 Bartlett St.; 2d Tues.; Owen E. Courtney, R. S., 51 Highland St.
- Railroad Station Employees, Division No. 32.* Beaver Hall, 9 Bartlett St.; 1st Tues.; James J. Noonan, S. T., 26 Coral St.
- Railroad Station Employees No. 33.* Beaver Hall, 9 Bartlett St.; 2d Tues.; F. B. Labuski, R. S., 62 Exchange St.; John E. Coyle, B. A., 21 Irving St.
- Railroad Trainmen: Bay State Lodge No. 88.* Moose Hall, 35 Pearl St.; 2d and 4th Sun.; T. H. Leonard, S., 22 Harlow St.
- Railroad Trainmen: Worcester Lodge No. 553.* Commonwealth Hall, 566 Main St.; 1st Sun. and 3d Tues.; William E. Keegan, Pres., 49 Mendon St.; M. N. Doyle, B. A., 334 Millbury St.
- Railroad Workers: Pride of Worcester Lodge No. 45.* Arcanum Hall, 566 Main St.; 1st Mon.; Leo J. Handy, R. S., 4 Widerburg Ct.
- Railway Clerks: Worcester Lodge No. 84.* Benedict Hall, Y. M. C. A. Bldg.; 3d Mon.; George T. Norton, R. S., 17 Mott St.
- Railway Conductors No. 237.* Castle Hall, 405 Main St.; 4th Sun.; James J. Butler, S. T., 42 Penn Av.
- Sheet Metal Workers No. 194.* Carpenters Hdq., 20 Madison St.; 1st and 3d Tues.; Archibald McLeod, R. S., 14 Russell St.

Local Trade Unions.

WORCESTER — Con.

Stationary Firemen No. 88. Carpenters Hdq., 20 Madison St.; 2d Sun. and 4th Wed.; Philip A. O'Reilly, T., 24 Alpine St.; Herbert Hathaway, B. A., 22 Piedmont St.

Steam Engineers No. 78. Granite Hall, 566 Main St.; 1st and 3d Thurs.; Jo'n J. Thompson, S., 228 Highland St.

Steamfitters, Gasfitters, and Helpers No. 408. Carpenters Hdq., 20 Madison St.; 1st and 3d Tues.; Walter F. Read, B. A., 6 Carver St.

Stone Cutters Association. On call; James G. Carroll, C. S., 16 Fruit St.

Stone Masons No. 29. Masons Hall, 64 Southbridge St.; Mon.; John J. Kelleher, R. S., 37 Coral St.

Street and Electric Railway Employees No. 22. Columbus Hall, 10 Pearl St.; 1st Tues.; Special meetings in Attieborough, Unionville, Leominster, Uxbridge, Northborough, Charlton and Oxford when necessary; Daniel J. Shea, R. S., Rm. 431, State Mutual Bldg.; Peter J. Rooney, Pres. and B. A., Rm. 431, State Mutual Bldg.

WORCESTER — Con.

Teamsters and Chauffeurs No. 150. Carpenters Hdq., 20 Madison St.; 1st and 3d Sun.; J. A. W. Bosley, Gen. S., 41 Laurel St.; Thomas S. Shedd, B. A., 110 Gold St.

Telephone Operators No. 5A. K. of C. Hall, 10 Pearl St.; 1st and 3d Mon.; Miss Katherine R. Coyle, Pres., 24 Lewis St.

Theatrical State Employees No. 96. Plaza Theatre Hall, 34 Front St.; 4th Sun.; Jack Hauser, F. S., Box 389; George Rock, B. A., 179 Grafton St.

Typographical No. 165. Carpenters Hdq., 20 Madison St.; 1st Sun.; W. H. Sullivan, F. S., 17 La-Grange St.

Web Pressmen No. 29. Arcanum Hall, 566 Main St.; 2d Mon.; Robert Becker, S. T., 101 Providence St.

Wine Clerks No. 843, Wholesale. Electrical Workers Hall, 419 Main St.; 2d and 4th Sun.; Edward J. O'Connell, R. S., 15 Taylor St.; William Martin, B. A., 85 Portland St.

SUPPLEMENTARY LIST.

Since the preceding matter appeared in page proof, information has been received relative to the following unions which are not listed in the foregoing pages.

CENTRAL LABOR UNIONS AND COUNCILS.

Gardner.

Central Labor Union. David T. Joyce, S., 194 Pleasant St.

Greenfield.

Central Labor Union. John Hilbig, S., 1 Clay Hill.

MEDFORD.

Central Labor Union. Spanish War Veterans Hall, 38 High St.; 1st Wed.; H. A. Delorey, R. and C. S., 15 Tufts St.

Montague.

Metal Trades Council. Redmen's Hall, Millers Falls; 1st Tues.; Daniel Bane, R. and C. S., Millers Falls.

LOCAL TRADE UNIONS.

BOSTON.

Hod Carriers and Building Laborers No. 164. Wells Memorial Hall, 987 Washington St.; 1st Sun.; Nicholas Powers, S., 15 E. Canton St.

SPRINGFIELD.

Teamsters No. 358 (Milk Wagon Drivers, Chauffeurs, and Helpers). C. L. U. Hall, 19 Sanford St.; 2d and 4th Mon.; Charles E. Collins, S., Box 27, Agawam.

PART IV

FIFTH ANNUAL REPORT

ON

UNION SCALE OF WAGES AND HOURS OF LABOR
IN MASSACHUSETTS

1914

(ISSUED AS LABOR BULLETIN NO. 107)

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UNION SCALE OF WAGES AND HOURS OF LABOR IN MASSACHUSETTS, 1914.

INTRODUCTION.

The material presented in this report is the result of a special inquiry relative to the time-rates of wages and hours of labor prevailing in the principal organized trades in Massachusetts in 1914. It constitutes the fifth annual presentation of data of similar nature.¹ The data shown herein were obtained principally in July, 1914, at which time schedules of inquiry were sent, with few exceptions, to all of the local trade unions in the Commonwealth whose members were known to be working under a time-rate system. In certain trades there existed piece-rate scales with relation to which, owing to their complicated nature and because of the many factors involved, it was not deemed practical to undertake a study at that time. Industries in which the organizations of employees had not established a scale of wages and hours were not considered; and such industries as the boot and shoe industry, clothing trades, and textile manufacturing, in which only a very small proportion of the workers were on time work, were not included. In many cases, especially among the strongly organized industries like the building trades, a standard scale of wages and hours dominates the trade, although it may never have been formally accepted by the employers. For example, house carpenters in this State seldom work under written agreements with employers, yet they are able, particularly in the larger municipalities, to establish a standard schedule of wages and hours which is virtually in effect in these municipalities. Such scales of wages and hours have been included in this report since they are practically as effective as those in which the

¹ Previous reports of this Bureau dealing with the union scale of wages and hours of labor were issued as follows:

(1) Prevailing Time-rates of Wages and Hours of Labor, 1910, issued as Part I of the Annual Report on the Statistics of Labor for 1910;

(2) Time-rates of Wages and Hours of Labor in Certain Occupations, 1911, issued as Labor Bulletin No. 91;

(3) Union Scale of Wages and Hours of Labor, 1912, published in the Fifth Annual Report on Labor Organizations for 1912, also issued as Labor Bulletin No. 96;

(4) Union Scale of Wages and Hours of Labor, 1913, issued as Labor Bulletin No. 97.

employees are working under agreements which have been duly presented to and signed by employers.

The authority for the rates of wages and hours of labor embodied herein is in most cases derived from information furnished by organizations of employees. Exceptions appear, however, in the cases of employees in telephone, railroad, and federal service, in which instances the necessary information was obtained from printed wage scales furnished for the most part by the employers. The information thus derived was verified by reference to representatives of the employees in order to determine whether or not the scales were actually in effect.

By "*time-rate of wages*", as used in this report, is meant the sum agreed upon in return for services for a specified period, *e. g.*, an hour, day, week, etc., and should not be confounded with *actual earnings*, since the earnings of employees depend both upon the *rates* of wages paid them and upon the *continuity* of their employment. Thus, in the building trades the actual earnings of an employee are determined not only by the rate of wages but also by the amount of building being done, the condition of the weather, the amount of material on hand, etc. The rates of wages per hour, or per day, serve chiefly to show, by comparison with rates published in earlier reports, the upward or downward trend of wages. Although the rate of wages may increase during a specified period, a scarcity of work may effect even a reduction in the actual earnings during that period, while, on the other hand, an abundance of work, reducing the idle period, may have a favorable effect upon the actual earnings even though the rate of wages may have remained unchanged. Again, in the case of employees receiving a daily rate, the working hours per day may be reduced, thereby increasing the rate per hour but leaving the actual daily wages unchanged. Likewise, the granting of a weekly half-holiday, without loss of wages, effects an increase in the hourly rate of wages while the actual weekly earnings remain the same.

The union scale fixes the limit in one direction only. It establishes a minimum rate of wages, less than which union members are not supposed to accept, and a maximum number of hours, in excess of which they may not work at the regular rate of pay; in most cases members are liable to definite penalties for violations of such union rules. In some localities and in certain trades workmen receive more than the prescribed minimum rate and in some instances employees work less than the prescribed maximum number of hours, such variations being generally the result of individual negotiations which are determined by special qualifications of the

individual employee. This report has reference only to the minimum rates of wages and maximum number of hours which have been established in the various organized trades, and does not purport to show the extent to which there may be individual variations from the established scales.

Time-rates are calculated in various ways, but generally by the hour, day, or week. Thus, in the building trades, the wages are generally calculated by the hour, while in most mills and factories a weekly rate prevails. In this report the rate or unit shown is that reported by the union to this Bureau. In some cases the organizations have returned a rate per hour, day, and week, as well as an overtime and a Sunday rate, thus indicating that each rate has been established among their members. In other cases a rate for only one period has been returned, *i.e.*, for an hour or for a day, and in such cases only the rate returned has been entered in this report, for the reason that the daily or weekly rates may not, in many instances, be computed accurately on the basis of the hourly rates. Frequently the agreements between employers and labor organizations contain clauses to the effect that workmen after commencing work shall be paid for at least one-half day even though the hours actually worked may amount to less than one-half day.

The preparation of this report has involved much correspondence with the officers of the various labor organizations in this Commonwealth and also a considerable amount of field work on the part of representatives of this Bureau. To some extent, also, it has been necessary to confer with employers in order to supplement or confirm the data obtained from trade union officials. A spirit of hearty co-operation has been generally manifested by those whom it has been necessary to consult and the Bureau wishes, hereby, to express its appreciation of the assistance so cheerfully rendered.

A. GENERAL GROUP OF TRADES.

TABLE 1. BUILDING TRADES.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME ¹		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Bricklayers.									
Athol,	\$0.60	—	—	1½ T.	2 T.	8	8	48	—
Attleborough, . . . . .	.60	\$4.80	\$26.40	1½ T.	2 T.	8	4	44	12
Beverly, . . . . .	.60	—	—	—	—	8	4	44	12
Boston, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Boston (foremen),	—	—	35.00	2 T.	2 T.	8	4	44	12
Brockton, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Cambridge, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Clinton, . . . . .	.65	—	—	1½ T.	2 T.	8	4	44	12
Dedham, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
Fall River, . . . . .	.60	4.80	28.80	1½ T.	1½ T.	8	8	48	—
Fitchburg, . . . . .	.60	4.80	28.80	1½ T.	2 T.	8	8	48	4
Fitchburg (sewer work),	—	5.30	—	1½ T.	2 T.	8	8	48	4
Frammingham, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12
Gardner, . . . . .	.60	—	—	1½ T.	2 T.	8	8	48	—
Gloucester, . . . . .	.60	4.80	28.80	1½ T.	2 T.	8	8	48	8
Great Barrington, . . . . .	.56¼	4.50	27.00	2 T.	2 T.	8	8	48	—
Greenfield, . . . . .	.60	4.80	28.80	1½ T.	2 T.	8	8	48	—
Haverhill, . . . . .	.65	5.20	28.60	2	2 T.	8	4	44	12
Holyoke, . . . . .	.62½	5.00	27.50	2 T.	2 T.	8	4	44	12
Lawrence, . . . . .	.60	4.80	28.80	1½ T.	2 T.	8	8	48	—
Lawrence (sewer work), . . . . .	.70	5.60	33.60	1½ T.	2 T.	8	8	48	—
Lenox, . . . . .	.62½	5.00	27.50	1½ T.	2 T.	8	4	44	12
Leominster, . . . . .	.60	4.80	28.80	1½ T.	2 T.	8	8	48	4
Lowell, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Lynn, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Marlborough, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
New Bedford, . . . . .	.60	—	—	1½ T.	2 T.	8	4	44	12
Newburyport, . . . . .	.55	—	—	1½ T.	2 T.	8	4	44	12
Newton, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
North Adams, . . . . .	.62½	5.00	30.00	2 T.	2 T.	8	8	48	—
Northampton, . . . . .	.62½	5.00	30.00	2 T.	2 T.	8	8	48	—
Pittsfield, . . . . .	.62½	5.00	27.50	2 T.	2 T.	8	4	44	12
Plymouth, . . . . .	.60	—	—	1½ T.	2 T.	8	8	48	6
Quincy, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Salem, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Salem (sewer work), . . . . .	.70	5.60	30.80	2 T.	2 T.	8	4	44	12
Southbridge, . . . . .	.55	—	—	1½ T.	2 T.	8	4	44	12
Springfield, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Taunton, . . . . .	.60	4.80	28.80	1½ T.	2 T.	8	8	48	—
Waltham, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Waltham (sewer work), . . . . .	.75	6.00	33.00	2 T.	2 T.	8	4	44	12
Westfield, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Woburn, . . . . .	.65	—	—	2 T.	2 T.	8	4	44	12
Worcester, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12
Building Laborers and Hod Carriers.									
Boston, . . . . .	.35	2.80	15.40	1½ T.	2 T.	8	4	44	12
Boston (plasterers' tenders), . . . . .	.41½	—	—	3	2 T.	8	4	44	12
Brockton, . . . . .	.40	—	—	2 T.	2 T.	8	4	44	12
Brookline (hod carriers), . . . . .	.35	—	—	—	—	8	4	44	12
Brookline (laborers), . . . . .	.30	—	—	—	—	8	4	44	12
Cambridge, . . . . .	.35	—	—	1½ T.	1½ T.	8	4	44	12
Easthampton, . . . . .	.37½	3.00	18.00	2 T.	2 T.	8	8	48	—

¹ The symbols used throughout this presentation in the columns headed "Overtime" signify as follows: Reg. = Regular Time; ¼ T. = Time and one-fourth; ½ T. = Time and one-half; 2 T. = Double Time; 3 T. = Triple Time.

² Repairing old boilers, double time; other work, time and one-half.

³ Saturday from 1 P.M. to 5 P.M., time and one-half; other overtime, double time.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Building Laborers and Hod Carriers — Con.									
Holyoke:									
Brick carriers,	—	\$3.40	—	2 T.	2 T.	8	4	44	12
Mortar carriers,	—	3.50	—	2 T.	2 T.	8	4	44	12
Mortar mixers,	—	3.75	—	2 T.	2 T.	8	4	44	12
Staging builders,	—	4.00	—	2 T.	2 T.	8	4	44	12
Lawrence (brick work), ¹	—	2.75	\$15.13	2 T.	2 T.	8	4	44	12
Lawrence (hod carriers),	\$0.28 ¹ / ₈	2.25	12.37	1½ T.	1½ T.	8	4	44	12
Lawrence (plasterers' tenders), ¹	—	3.00	16.50	2 T.	2 T.	8	4	44	12
Lowell, . . . . .	.33	2.64	14.52	1½ T.	2 T.	8	4	44	12
Lynn, . . . . .	.40	—	—	1½ T.	2 T.	8	4	44	12
Lynn (brick carriers), . .	.37½	—	—	1½ T.	2 T.	8	4	44	12
Lynn (mortar carriers and mixers), . . . . .	.40	—	—	1½ T.	2 T.	8	4	44	12
Newton, . . . . .	.40	3.20	17.60	2	2 T.	8	4	44	12
Northampton, . . . . .	.37½	—	—	1½ T.	2 T.	8	8	48	—
Pittsfield, . . . . .	.35	—	—	2 T.	2 T.	8	4	44	12
Quincy, . . . . .	.44	3.52	19.36	1½ T.	2 T.	8	4	44	12
Salem, . . . . .	.41	3.28	18.04	2 T.	2 T.	8	4	44	12
Springfield, . . . . .	.37½	3.00	16.50	2 T.	2 T.	8	4	44	12
Waltham, . . . . .	.35	2.80	16.80	2	2 T.	8	8	48	—
Worcester, . . . . .	.35	2.80	15.40	1½ T.	2 T.	8	4	44	12
Carpenters.									
Floorlayers.									
Boston, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
House Carpenters.									
Adams, . . . . .	.43¾	3.50	21.00	1½ T.	2 T.	8	8	48	—
Andover, . . . . .	.47½	—	—	1½ T.	2 T.	8	4	44	12
Arlington, . . . . .	.50	—	—	1½ T.	2 T.	8	4	44	12
Athol, . . . . .	.37½	3.00	18.00	1½ T.	2 T.	8	8	48	—
Attleborough, . . . . .	.38½	—	—	1½ T.	2 T.	8	4	44	12
Beverly, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Boston, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Braintree, . . . . .	.50	4.00	22.00	2 T.	2.00	8	4	44	12
Braintree (foremen), . .	.60	4.80	26.40	—	—	8	4	44	12
Bridgewater, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Brockton, . . . . .	.55	4.40	24.20	3	2 T.	8	4	44	12
Brockton (foremen), . .	—	4.90	—	3	2 T.	8	4	44	12
Brookline, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Cambridge, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Canton, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Chelsea, . . . . .	.55	4.40	24.20	1½ T.	2 T.	8	4	44	12
Chicopee, ⁴ . . . . .	.50	—	—	1½ T.	2 T.	8	4	44	12
Clinton, . . . . .	.47¾	—	—	1½ T.	2 T.	8	4	44	12
Cohasset, . . . . .	.60	—	—	1½ T.	2 T.	8	4	44	12
Concord, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Danvers, . . . . .	.50	—	—	2 T.	5	8	8	48	6
Dedham, . . . . .	.50	—	—	—	2 T.	8	4	44	12
Dedham (foremen), . . .	—	—	25.00	—	2 T.	8	4	44	12
Easthampton,	—	—	19.50	1½ T.	2 T.	8	4	44	12
Easton, . . . . .	.50	—	22.00	—	—	8	4	44	12
Easton (foremen), . . .	—	—	24.50	—	—	8	4	44	12
Everett, . . . . .	.55	4.40	24.20	1½ T.	2 T.	8	4	44	12
Fall River, . . . . .	.44	3.52	21.12	1½ T.	2 T.	8	8	48	4
Fall River (foremen), . .	.55	4.40	26.40	1½ T.	2 T.	8	8	48	4

¹ If working out of the city, employees receive \$3 a week for carfares and dinners.² Before 10 P.M., time and one-half; after 10 P.M., double time.³ After 10 P.M. and on Saturday afternoons, double time; other overtime, time and one-half.⁴ Another scale for apprentices.⁵ On Sundays and Labor Day, triple time; on other holidays, double time.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Carpenters — Con.									
House Carpenters — Con.									
Fitchburg,	\$0.43 ³ / ₄	\$3.50	\$21.00	1½ T.	2 T.	8	8	48	—
Framingham, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Franklin, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12
Gardner, . . . . .	.41	3.28	19.70	1½ T.	2 T.	8	8	48	—
Gloucester, . . . . .	.50	4.00	22.00	2 T.	1—	8	4	44	12
Great Barrington, . . . . .	.43 ³ / ₄	3.50	21.00	1½ T.	2 T.	8	8	48	—
Great Barrington (foremen), . . . . .	.43 ³ / ₄	3.50	21.00	1½ T.	2 T.	8	8	48	—
Greenfield, . . . . .	.37½	3.00	18.00	1½ T.	2 T.	8	8	48	—
Greenfield (foremen), . . . . .	.43 ³ / ₄	3.50	21.00	1½ T.	2 T.	8	8	48	—
Hamilton, . . . . .	.50	4.00	22.00	2 T.	3 T.	8	4	44	12
Hamilton (foremen), . . . . .	.57½	4.60	25.30	2 T.	3 T.	8	4	44	12
Haverhill,	—	—	21.00	1½ T.	2 T.	8	8	48	—
Hingham, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Hingham (foremen),	—	—	25.00	—	—	8	4	44	12
Holyoke, . . . . .	.47½	3.80	20.90	2 T.	2 T.	8	4	44	12
Holyoke (foremen), . . . . .	.62½	5.00	27.50	2 T.	2 T.	8	4	44	12
Hudson,	—	{ 2.50— 3.00 }	—	1½ T.	2 T.	8	8	48	—
Hull, . . . . .	.50	—	—	2 T.	2 T.	8	4	44	12
Hull (foremen), . . . . .	.85	—	—	2 T.	2 T.	8	4	44	12
Ipswich, . . . . .	.43 ³ / ₄	3.50	19.25	2 T.	3 T.	8	4	44	12
Lawrence, . . . . .	.47 ³ / ₄	3.82	21.01	1½ T.	2 T.	8	4	44	12
Lawrence (foremen), . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Lee,	—	3.50	—	—	—	8	8	48	—
Lee (foremen),	—	4.00	—	—	—	8	8	48	—
Leominster, . . . . .	.43 ³ / ₄	3.50	21.00	1½ T.	2 T.	8	8	48	—
Leominster (foremen), . . . . .	.50	4.00	24.00	1½ T.	2 T.	8	8	48	—
Lowell, . . . . .	.45	3.60	19.80	1½ T.	2 T.	8	4	44	12
Lowell (foremen), . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Lynn, . . . . .	.50	4.00	22.00	2—	3—	8	4	44	12
Lynn (foremen), . . . . .	.60	—	—	2—	3—	8	4	44	12
Manchester, . . . . .	.50	—	—	1½ T.	2 T.	8	4	44	12
Mansfield,	—	3.28	—	1½ T.	2 T.	8	4	44	12
Marblehead, . . . . .	.50	4.00	22.00	2 T.	3 T.	8	4	44	12
Marion, . . . . .	.45	3.60	21.60	1½ T.	2 T.	8	8	48	5
Marlborough, . . . . .	.47½	3.80	20.90	4—	2 T.	8	4	44	12
Maynard,	—	3.00	—	1½ T.	1½ T.	8	8	48	—
Medford, . . . . .	.55	4.40	24.20	2 T.	—	8	4	44	12
Melrose, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Melrose (foremen), . . . . .	.55	—	—	—	—	8	4	44	12
Methuen, . . . . .	.47 ³ / ₄	3.82	21.01	1½ T.	2 T.	8	4	44	12
Middleborough, . . . . .	.45	3.60	19.80	1½ T.	2 T.	8	4	44	12
Middleborough (foremen), . . . . .	.51 ⁷ / ₈	4.15	22.82½	1½ T.	2 T.	8	4	44	12
Milford, . . . . .	.47 ³ / ₄	—	—	1½ T.	2 T.	8	4	44	12
Milton, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Nahant, . . . . .	.50	—	—	—	—	8	4	44	12
Nahant (foremen), . . . . .	.60	—	—	—	—	8	4	44	12
Natick, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Needham, . . . . .	.55	—	—	1½ T.	2 T.	8	4	44	12
New Bedford, . . . . .	.45	—	—	1½ T.	2 T.	8	4	44	12
Newburyport, . . . . .	.40	3.20	17.60	1½ T.	2 T.	8	4	44	12
Newton, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Newton (foremen), . . . . .	.60	—	—	2 T.	2 T.	8	4	44	12
North Adams, . . . . .	.43 ³ / ₄	3.50	21.00	1½ T.	2 T.	8	8	48	—
Northampton, . . . . .	.40 ⁵ / ₈	3.25	19.50	1½ T.	2 T.	8	8	48	—
Northampton (foremen), . . . . .	.40 ⁵ / ₈	3.25	19.50	1½ T.	2 T.	8	8	48	—
North Attleborough, . . . . .	.41	—	—	—	—	8	4	44	12
Norwood, . . . . .	.47 ³ / ₄	3.82	—	—	—	8	4	44	12

1 Sundays and Labor Day \$1.50 per hour.

2 Before 10 P.M., time and one-half; after 10 P.M., double time.

3 Labor Day, triple time; other holidays and Sundays, double time.

4 Before 9 P.M., time and one-half; after 9 P.M., double time.

TABLE 1. BUILDING TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES				HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Carpenters — Con.									
House Carpenters — Con.									
Norwood (foremen),	\$0.60	—	—	—	—	8	4	44	12
Palmer, . . . . .	.41	—	\$18.00	1—	2 T.	8	4	44	12
Pittsfield, . . . . .	.44 ³ / ₄	\$3.55	19.50	1½ T.	2 T.	8	4	44	12
Plymouth, . . . . .	.47 ³ / ₄	3.82	21.01	1½ T.	1½ T.	8	4	44	12
Plymouth (foremen),	—	—	24.00	1½ T.	1½ T.	8	4	44	12
Quincy, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Quincy (foremen),	—	4.50	—	2 T.	—	8	4	44	12
Reading, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Reading (foremen), . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Revere, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Revere (foremen), . . . . .	.62 ¹ / ₂	5.00	27.50	2 T.	2 T.	8	4	44	12
Rockland, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Rockland (foremen), . . . . .	.75	6.00	33.00	—	—	8	4	44	12
Rockport, . . . . .	.45 ¹ / ₂	3.64	20.02	2 T.	3 T.	8	4	44	12
Rockport (foremen), . . . . .	.52 ¹ / ₂	—	—	—	—	8	4	44	12
Salem, . . . . .	.50	4.00	22.00	2 T.	3—	8	4	44	12
Salem (foremen), . . . . .	.57 ¹ / ₂	—	—	2 T.	3—	8	4	44	12
Saugus, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Sharon, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Somerville, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Southbridge, . . . . .	.41	3.28	19.68	1½ T.	2 T.	8	8	48	—
Southbridge (foremen), . . . . .	.50	4.00	24.00	1½ T.	2 T.	8	8	48	—
Springfield, . . . . .	.50	—	—	1½ T.	2 T.	8	4	44	12
Stoneham, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Stoughton, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Taunton, . . . . .	.41	3.28	18.04	2 T.	—	8	4	44	12
Taunton (foremen), . . . . .	.50	—	22.00	2 T.	—	8	4	44	12
Wakefield, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Walpole, . . . . .	.47 ³ / ₄	—	—	2 T.	2 T.	8	4	44	12
Waltham, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Ware, . . . . .	.37 ¹ / ₂	—	—	—	—	8	8	48	—
Westborough, . . . . .	.45	3.60	19.80	1½ T.	2 T.	8	4	44	12
Westfield, . . . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12
Whitman, . . . . .	.55	—	—	4—	2 T.	8	4	44	12
Whitman (foremen),	—	4.90	—	4—	2 T.	8	4	44	12
Williamstown, . . . . .	.43 ³ / ₄	3.50	21.00	1½ T.	2 T.	8	8	48	—
Williamstown (foremen), . . . . .	.50	4.00	24.00	1½ T.	2 T.	8	8	48	—
Winchester, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Winchester (foremen), . . . . .	.55	4.40	24.20	1½ T.	2 T.	8	4	44	12
Winthrop, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Woburn, . . . . .	.50	—	—	1½ T.	2 T.	8	4	44	12
Worcester, . . . . .	.47 ³ / ₄	3.82	21.01	1—	2 T.	8	4	44	12
Worcester (foremen), . . . . .	.62 ¹ / ₂	5.00	27.50	1½ T.	2 T.	8	4	44	12
Stairbuilders.									
Boston, . . . . .	.55	—	—	2 T.	2 T.	8	4	44	12
Wharf and Bridge Carpenters.									
Boston:									
Bridge, scow, or lighter work, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Foremen,	—	4.50	—	2 T.	2 T.	8	4	44	12
Land machine or pile driver work, . . . . .	.41	—	—	2 T.	2 T.	8	4	44	12
Superstructure work on wharves or bridges, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12

¹ Before 9 P.M., time and one-half; after 9 P.M., double time.² Scale for apprentices: First year, \$9; second year, \$12; third year, \$15.³ Sundays and Labor Day, triple time; other holidays, double time.⁴ After 10 P.M. and on Saturday afternoons, double time; other overtime, time and one-half.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Cement and Artificial Stone Workers.									
<i>Apprentices.</i>									
Boston,	\$0.45	\$3.60	\$19.80	2 T.	2 T.	8	4	44	12
Lynn, . . . . .	.45	3.60	21.60	1½ T.	2 T.	18 9	18 4	48 49	16
<i>Finishers.</i>									
Boston, . . . . .	.62½	5.00	27.50	2 T.	2 T.	8	4	44	12
Lowell, . . . . .	.55	4.40	24.20	1½ T.	2 T.	8	4	44	12
Lynn, . . . . .	.60	4.80	28.80	1½ T.	2 T.	18 9	18 4	48 49	16
<i>Laborers.</i>									
Lynn, . . . . .	.30	2.40	14.40	1½ T.	2 T.	18 9	18 4	48 49	16
Electrical Workers (Inside-men).									
<i>Apprentices, First Year.</i>									
Haverhill,	—	.75	4.50	1½ T.	2 T.	8	8	48	4
Holyoke,	—	—	9.00	1½ T.	2 T.	8	4	44	12
Quincy, . . . . .	.16	1.28	7.04	2 —	3 —	8	4	44	12
<i>Apprentices, Second Year.</i>									
Boston, . . . . .	.30	2.40	13.20	2 T.	2 T.	8	4	44	12
Haverhill,	—	1.50	9.00	1½ T.	2 T.	8	8	48	4
Holyoke,	—	—	10.50	1½ T.	2 T.	8	4	44	12
Quincy, . . . . .	.25	2.00	11.00	2 —	3 —	8	4	44	12
Worcester,	—	—	7.50	4 —	2 T.	8	4	44	12
<i>Apprentices, Third Year.</i>									
Haverhill,	—	2.00	12.00	1½ T.	2 T.	8	8	48	4
Quincy, . . . . .	.35	2.80	15.40	2 —	3 —	8	4	44	12
<i>Fixture Hangers.</i>									
Boston (fitters and hangers),	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Springfield, . . . . .	.50	—	—	5 —	2 T.	8	4	44	12
<i>Fixture Hangers' Helpers.</i>									
Springfield (first class),	.31	—	—	5 —	2 T.	8	4	44	12
Springfield (second class),	.28½	—	—	5 —	2 T.	8	4	44	12
<i>Wiremen.</i>									
Beverly, . . . . .	.46	3.68	20.24	1½ T.	2 T.	8	4	44	12
Boston, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Brockton, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Fall River, . . . . .	.37½	—	—	2 T.	2 T.	8	8	48	—
Haverhill,	—	3.00	—	1½ T.	2 T.	8	8	48	4
Holyoke,	—	3.50	—	1½ T.	2 T.	8	4	44	12
Lowell, . . . . .	.37½	3.00	16.50	1½ T.	2 T.	8	4	44	12
Lynn, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
New Bedford, . . . . .	.43¾	—	—	2 T.	2 T.	8	4	44	12
Quincy, . . . . .	.50	—	—	2 —	3 —	8	4	44	12
Springfield, . . . . .	.50	—	—	5 —	2 T.	8	4	44	12
Worcester, . . . . .	.45	—	—	4 —	2 T.	8	4	44	12

¹ Saturday half-holiday for six months; 9 hours on 5 days and 4 hours on Saturday.

² Time and one-half before midnight; double time from midnight to 8 A.M.

³ No work on Labor Day; double time on other holidays and Sundays.

⁴ Time and one-half before 7 P.M.; double time after 7 P.M. and also on Saturday afternoon.

⁵ Time and one-half before 9 P.M.; double time after 9 P.M. and also on Saturday afternoon.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holid-ays (Hour)	Mon-day to Fri-day	Sat-urday		
Electrical Workers (Inside-men) — Con.									
<i>Wiremen's Helpers.</i>									
Fall River,	\$0.25	—	—	2 T	2 T.	8	8	48	—
Haverhill,	—	\$2.50	\$15.00	1½ T.	2 T.	8	8	48	4
Holyoke,	—	2.25	—	1½ T.	2 T.	8	4	44	12
Lowell, . . . . .	.20	1.60	8.80	1½ T.	2 T.	8	4	44	12
Lynn (two years' service or more), . . . . .	.31¼	2.50	—	1½ T.	2 T.	8	4	44	12
New Bedford:									
First year,	—	1.50	—	2 T.	2 T.	8	4	44	12
Second year,	—	1.80	—	2 T.	2 T.	8	4	44	12
Third year,	—	2.28	—	2 T.	2 T.	8	4	44	12
Springfield (first class), . . . . .	.31	—	—	1 —	2 T.	8	4	44	12
Springfield (second class), . . . . .	.28½	—	—	1 —	2 T.	8	4	44	12
Worcester, . . . . .	.28½	2.25	—	2 —	2 T.	8	4	44	12
Elevator Constructors.									
<i>Apprentices.</i>									
Boston,	—	1.50	8.25	2 T.	2 T.	8	4	44	12
<i>Helpers.</i>									
Boston, . . . . .	.40½	3.24	17.82	2 T.	2 T.	8	4	44	12
Springfield, . . . . .	.34½	2.75	16.50	1½ T.	2 T.	8	8	48	6
<i>Mechanics.</i>									
Boston, . . . . .	.62½	5.00	27.50	2 T.	2 T.	8	4	44	12
Springfield, . . . . .	.50	4.00	24.00	1½ T.	2 T.	8	8	48	6
Hod Carriers.									
(See <i>Building Laborers and Hod Carriers.</i>)									
Hoisting and Portable Engineers.									
Boston:									
Coal hoisting engineers:									
One-man tower,	—	—	24.00	\$0.70	\$0.70	9	8	53	8
Two-man tower,	—	—	21.00	.70	.70	9	8	53	8
Supervisors,	—	—	22.00	.70	.70	9	9	54	—
Transient men, one-man tower, day,	—	7.00	—	—	—	9	8	53	8
Transient men, one-man tower, night,	—	8.00	—	—	—	9	8	53	8
Transient men, two-man tower, day,	—	6.00	—	—	—	9	8	53	8
Transient men, two-man tower, night,	—	7.00	—	—	—	9	8	53	8
Trolley-men,	—	—	19.50	.70	.70	9	8	53	8
Hoisting and portable engineers,	4 .62½	5.00	27.50	2 T.	2 T.	8	4	44	12
Hoisting and portable engineers, three shifts,	—	—	32.00	2 T.	2 T.	8	8	56	—
Brockton,	—	—	24.00	1½ T.	—	8	4	44	12
Holyoke, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Lawrence, . . . . .	.37½	3.00	18.00	1½ T.	2 T.	8	8	48	—
New Bedford, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Rockport, . . . . .	.26	2.08	12.48	1½ T.	1½ T.	8	8	48	—

1 Time and one-half before 9 P.M.; double time after 9 P.M., and also on Saturday afternoon.

2 Time and one-half before 7 P.M.; double time after 7 P.M., and also on Saturday afternoon.

3 Five hours on Saturday, 50 hours a week, during 8 months.

4 Broken time, 75 cents an hour.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holid-ays (Hour)	Mon-day to Fri-day	Sat-urday		
Hoisting and Portable Engineers—Con.									
Salem,	1 -	\$4.00	-	1½ T.	2 T.	9	2 9	2 54	2 6
Springfield,	-	-	\$24.00	1½ T.	2 T.	8	8	48	-
Worcester,	\$0.50	4.00	24.00	1½ T.	2 T.	8	8	48	-
<i>Steam Drill Engineers.</i>									
Salem,	-	3.50	-	1½ T.	2 T.	9	2 9	2 54	2 6
Insulators and Asbestos Workers.									
Boston, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Boston (improvers), ³ . . .	.40	3.20	17.60	2 T.	2 T.	8	4	44	12
Iron Workers, Bridge and Structural.									
Boston, . . . . .	.62½	5.00	27.50	2 T.	2 T.	8	4	44	12
Boston (apprentices), . . .	.42	3.36	18.48	2 T.	2 T.	8	4	44	12
Boston (helpers), . . . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12
Worcester, . . . . .	.62½	-	-	1½ T.	1½ T.	8	4	44	12
Worcester (helpers), . . . .	.37½	-	-	1½ T.	1½ T.	8	4	44	12
Lathers, Wood, Wire and Metal.⁴									
<i>Beverly (see Salem).</i>									
Boston, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Boston (apprentices):									
First year,	-	1.50	8.25	2 T.	2 T.	8	4	44	12
Second year,	-	2.50	13.75	2 T.	2 T.	8	4	44	12
Third year,	-	3.50	19.25	2 T.	2 T.	8	4	44	12
Brockton, . . . . .	.55	-	-	Reg.	Reg.	8	4	44	12
<i>Danvers (see Salem).</i>									
<i>Essex (see Salem).</i>									
<i>Gloucester (see Salem).</i>									
<i>Hamilton (see Salem).</i>									
Holyoke:									
Metal lathers, first class, . .	.60	-	-	1½ T.	2 T.	8	4	44	12
Metal lathers, second class, .	.50	-	-	1½ T.	2 T.	8	4	44	12
Wood lathers, first class, . .	.50	-	-	1½ T.	2 T.	8	4	44	12
Wood lathers, second class, .	.40	-	-	1½ T.	2 T.	8	4	44	12
<i>Ipswich (see Salem).</i>									
Lowell, . . . . .	.50	4.00	24.00	1½ T.	2 T.	8	8	5 48	5 3
<i>Manchester (see Salem).</i>									
<i>Marblehead (see Salem).</i>									
<i>Peabody (see Salem).</i>									
<i>Rockport (see Salem).</i>									
Salem ⁶ (metal, first class), . .	-	4.40	-	1½ T.	2 T.	8	4	44	12
Salem ⁶ (metal, second class), .	-	3.90	-	1½ T.	2 T.	8	4	44	12
Springfield, . . . . .	.40	3.20	17.60	2 T.	2 T.	8	4	44	12
Springfield (metal), . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
<i>Topsfield (see Salem).</i>									
Waltham, . . . . .	.60	4.80	26.40	7 -	7 -	8	4	44	12
<i>Wenham (see Salem).</i>									
Worcester,	-	4.50	-	2 T.	2 T.	8	4	44	12

¹ Broken time, 60 cents an hour.² Work 5 hours on Saturday, 50 hours a week, during 6 months.³ Rate for third year of service: first year, 25 cents an hour; second year, 31¼ cents an hour.⁴ Does not include piece work; minimum day rates only are shown.⁵ During 3 months, 40 hours a week.⁶ Same rates apply in Marblehead, Peabody, Danvers, Manchester, Topsfield, Hamilton, Wenham, Ipswich, Essex, Rockport, Beverly, and Gloucester.⁷ No overtime permitted.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Painters, Decorators, and Paperhangers.									
<i>Decorators.</i>									
Athol,	-	\$2.75	\$16.50	1½ T.	2 T.	8	8	48	-
Boston,	\$0.60	-	-	2 T.	2 T.	8	4	44	12
Boston (Hyde Park), . . . . .	.45½	-	-	1½ T.	2 T.	8	4	44	12
Brockton, . . . . .	.50	4.00	22.00	1 -	1 -	8	4	44	12
Brookline, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Concord, . . . . .	.45½	3.64	20.02	1½ T.	2 T.	8	4	44	12
Fall River, . . . . .	.44½	-	-	1½ T.	2 T.	8	4	44	12
Fitchburg, . . . . .	.35	2.80	16.80	1½ T.	2 T.	8	8	48	-
Gloucester, . . . . .	.41	3.28	18.04	2 -	3 -	8	4	44	12
Great Barrington, . . . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12
Hingham, . . . . .	.50	-	-	1½ T.	2 T.	8	4	44	12
Holyoke, . . . . .	.45½	3.64	20.02	1½ T.	2 T.	8	4	44	12
Hudson,	-	2.50	-	Reg.	2 T.	8	8	48	-
Lawrence, . . . . .	.41	-	-	2 -	3 -	8	4	44	12
Lowell, . . . . .	.37½	3.00	16.50	1½ T.	2 T.	8	4	44	12
Lynn, . . . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12
Malden, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Marblehead, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12
Marlborough, . . . . .	.41	3.28	18.04	1 -	2 T.	8	4	44	12
Milford, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12
Natick, . . . . .	.45½	3.64	20.02	1½ T.	3 2 T.	8	4	44	12
New Bedford, . . . . .	.37½	3.00	18.00	\$0.45	2 T.	8	8	48	-
Northampton, . . . . .	.43¾	-	-	1½ T.	5 2 T.	8	4	44	12
Norwood, . . . . .	.55	-	-	1½ T.	2 T.	8	4	44	12
Pittsfield, . . . . .	.44½	3.56	19.58	2 T.	2 T.	8	4	44	12
Rockland, . . . . .	.34¾	2.75	16.50	1½ T.	2 T.	8	8	48	-
Salem,	-	3.28	18.04	1½ T.	2 T.	8	4	44	12
Springfield, . . . . .	.45½	-	-	2 T.	2 T.	8	4	44	12
Taunton, . . . . .	.41¼	3.30	18.15	1½ T.	2 T.	8	4	44	12
Webster,	-	2.75	-	1½ T.	1½ T.	8	8	48	6 4
Westborough, . . . . .	.37½	3.00	18.00	1½ T.	3 -	8	8	48	-
Westfield, . . . . .	.45½	3.64	20.02	1½ T.	2 T.	8	4	44	12
Williamstown, . . . . .	.37½	3.00	18.00	1½ T.	2 T.	8	8	48	-
Worcester, . . . . .	.50	4.00	22.00	1½ T.	3 -	8	4	44	12
<i>Grainers.</i>									
Athol,	-	2.75	16.50	1½ T.	2 T.	8	8	48	-
Boston, . . . . .	.60	-	-	2 T.	2 T.	8	4	44	12
Boston (Hyde Park), . . . . .	.45½	-	-	1½ T.	2 T.	8	4	44	12
Brockton, . . . . .	.70	5.60	30.80	1 2 T.	1 2 T.	8	4	44	12
Concord, . . . . .	.45½	3.64	20.02	1½ T.	2 T.	8	4	44	12
Fall River, . . . . .	.40	3.20	17.60	1½ T.	2 T.	8	4	44	12
Fitchburg, . . . . .	.35	2.80	16.80	1½ T.	2 T.	8	8	48	-
Gloucester, . . . . .	.41	3.28	18.04	2 -	3 -	8	4	44	12
Great Barrington, . . . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12
Holyoke, . . . . .	.45½	3.64	20.02	1½ T.	2 T.	8	4	44	12
Lowell, . . . . .	.37½	3.00	16.50	1½ T.	2 T.	8	4	44	12
Marlborough, . . . . .	.41	3.28	18.04	4 -	2 T.	8	4	44	12
Milford, . . . . .	.41	3.28	18.04	1½ T.	2 T.	8	4	44	12
New Bedford, . . . . .	.37½	3.00	18.00	1.45	2 T.	8	8	48	-
North Adams,	-	3.00	-	1½ T.	2 T.	8	8	48	-
Northampton, . . . . .	.43¾	-	-	1½ T.	5 2 T.	8	4	44	12
Norwood, . . . . .	.50	-	-	1½ T.	2 T.	8	4	44	12

¹ No work on Labor Day, or on Saturday between noon and 5 p.m.; other overtime, double time.

² No work on Saturday between noon and 5 p.m.; other overtime, time and one-half.

³ No work on Labor Day; on other holidays and Sundays, double time.

⁴ Time and one-half before midnight; double time after midnight.

⁵ No work on Labor Day; double time on Sundays; time and one-half on holidays.

⁶ During 4 months, 9 hours on 5 days and 3 hours on Saturday.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Painters, Decorators, and Paperhangers — Con.										
<i>Grainers — Con.</i>										
Rockland,	\$0.34 $\frac{3}{8}$	\$2.75	\$16.50	1 $\frac{1}{2}$ T.	2 T.	8	8	48	—	
Taunton, . . . . .	.41 $\frac{1}{4}$	3.30	18.15	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
Ware, . . . . .	.37 $\frac{1}{2}$	3.00	18.00	1 $\frac{1}{2}$ T.	2 T.	8	8	48	—
Webster,	—	2.60	—	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	1 8	1 8	48	1 4	
<i>Hardwood Finishers.</i>										
Boston, . . . . .	.40	—	18.80	2 T.	2 T.	8 $\frac{1}{2}$	4 $\frac{1}{2}$	47	12
<i>Painters.</i>										
Athol,	—	2.75	16.50	1 $\frac{1}{2}$ T.	2 T.	8	8	48	—	
Attleborough, . . . . .	.37 $\frac{1}{2}$	—	—	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
Beverly, . . . . .	.45	3.60	19.80	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
Boston, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Boston (Hebrew Union),	—	—	20.00	—	—	8	4	44	12	
Boston (Hyde Park), . . . . .	.45 $\frac{1}{2}$	—	—	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
Brockton, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Brookline, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Chelsea, . . . . .	.50	—	—	—	—	8	4	44	12
Chicopee, . . . . .	.45 $\frac{1}{2}$	3.64	20.02	—	—	8	4	44	12
Clinton, . . . . .	.41	3.28	18.04	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
Concord, . . . . .	.45 $\frac{1}{2}$	3.64	20.02	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
Easton, . . . . .	.38	3.04	16.72	2 T.	2 T.	8	4	44	12
Fall River, . . . . .	.37 $\frac{1}{2}$	3.00	16.50	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
Fitchburg, . . . . .	.35	2.80	16.80	1 $\frac{1}{2}$ T.	2 T.	8	8	48	—
Framingham, . . . . .	.45 $\frac{1}{2}$	3.64	20.02	\$0.64	2 T.	8	8	48	8
Gloucester, . . . . .	.41	3.28	18.04	2	—	8	4	44	12
Great Barrington, . . . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12
Greenfield,	—	3.00	—	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	—	
Haverhill,	—	3.00	18.00	1 $\frac{1}{2}$ T.	2 T.	4 8	4 8	48	4 3	
Hingham, . . . . .	.41	—	—	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
Holyoke, . . . . .	.45 $\frac{1}{2}$	3.64	20.02	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
Hudson,	—	2.50	—	Reg.	2 T.	8	8	48	—	
Lawrence, . . . . .	.41	—	—	2	—	8	4	44	12
Lenox, . . . . .	.47	3.76	20.68	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
Lowell, . . . . .	.37 $\frac{1}{2}$	3.00	16.50	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
Lynn, . . . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12
Malden, . . . . .	.41	3.28	18.04	2 T.	2 T.	8	4	44	12
Manchester, . . . . .	.45	3.60	19.80	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
Marblehead, . . . . .	.41	3.28	18.04	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
Marlborough, . . . . .	.41	3.28	18.04	—	2 T.	8	4	44	12
Medford, . . . . .	.41	3.28	18.04	2 T.	2 T.	8	4	44	12
Milford, . . . . .	.41	3.28	18.04	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
Natick, . . . . .	.45 $\frac{1}{2}$	3.64	20.02	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
New Bedford, . . . . .	.37 $\frac{1}{2}$	3.00	18.00	\$0.45	2 T.	8	8	48	—
Newburyport, . . . . .	.36	2.88	17.28	2 T.	2 T.	8	8	48	—
Newton, . . . . .	.41	3.28	18.04	2 T.	2 T.	8	4	44	12
North Adams,	—	3.00	—	1 $\frac{1}{2}$ T.	2 T.	8	8	48	—	
Northampton, . . . . .	.43 $\frac{3}{4}$	—	—	1 $\frac{1}{2}$ T.	—	8	4	44	12
Norwood, . . . . .	.50	—	—	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
Quincy, . . . . .	.45 $\frac{1}{2}$	—	20.00	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
Rockland, . . . . .	.34 $\frac{3}{8}$	2.75	16.50	1 $\frac{1}{2}$ T.	2 T.	8	8	48	—
Salem,	—	3.28	18.04	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12	
Somerville, . . . . .	.41	3.28	18.04	2 T.	2 T.	8	4	44	12
Springfield, . . . . .	.45 $\frac{1}{2}$	—	—	2 T.	2 T.	8	4	44	12
Taunton,	—	—	16.80	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12	
Waltham, . . . . .	.41	3.28	18.04	2 T.	2 T.	8	4	44	12
Ware, . . . . .	.31 $\frac{1}{4}$	2.50	15.00	1 $\frac{1}{2}$ T.	2 T.	8	8	48	—
Webster,	—	2.50	—	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	1 8	1 8	48	1 4	

¹ During 4 months, 9 hours on 5 days and 3 hours on Saturday.² No work on Saturday between noon and 5 P.M.; other overtime, time and one-half.³ No work on Labor Day; double time on other holidays and Sundays.⁴ Work 8 $\frac{3}{4}$ hours on 5 days during 3 months to compensate for Saturday half-holiday.⁵ Time and one-half before midnight; double time after midnight.⁶ No work on Labor Day; double time on Sundays; time and one-half on holidays.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Painters, Decorators, and Paperhangers — Con.									
<i>Painters — Con.</i>									
Wellesley,	\$0.45 ¹ / ₂	\$3.64	\$20.02	1 ¹ / ₂ T.	2 T.	8	4	44	12
Westborough, . . . . .	.37 ¹ / ₂	3.00	18.00	1 ¹ / ₂ T.	1 -	8	8	48	-
Westfield, . . . . .	.45 ¹ / ₂	3.64	20.02	1 ¹ / ₂ T.	2 T.	8	4	44	12
Williamstown, . . . . .	.37 ¹ / ₂	3.00	18.00	1 ¹ / ₂ T.	2 T.	8	8	48	-
Winchester, . . . . .	.41	-	-	1 ¹ / ₂ T.	2 T.	8	4	44	12
Winchester (apprentices),	-	1.50	-	1 ¹ / ₂ T.	2 T.	8	4	44	12
Winthrop, . . . . .	.41	3.28	18.04	1 ¹ / ₂ T.	2 T.	8	4	44	12
Worcester, . . . . .	.45 ¹ / ₂	3.64	20.02	1 ¹ / ₂ T.	1 -	8	4	44	12
<i>Paperhangers.</i>									
Athol,	-	2.75	16.50	1 ¹ / ₂ T.	2 T.	8	8	48	-
Attleborough, . . . . .	.41	-	-	1 ¹ / ₂ T.	2 T.	8	4	44	12
Beverly, . . . . .	.50	4.00	22.00	1 ¹ / ₂ T.	2 T.	8	4	44	12
Boston, ² . . . . .	.62 ¹ / ₂	-	-	1 ¹ / ₂ T.	2 T.	8	4	44	12
Boston (Hyde Park), . . . . .	.45 ¹ / ₂	-	-	1 ¹ / ₂ T.	2 T.	8	4	44	12
Concord, . . . . .	.45 ¹ / ₂	3.64	20.02	1 ¹ / ₂ T.	2 T.	8	4	44	12
Easton, . . . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12
Gloucester, . . . . .	.41	3.28	18.04	3 -	1 -	8	4	44	12
Great Barrington, . . . . .	.45	3.60	19.80	2 T.	2 T.	8	4	44	12
Haverhill,	-	3.00	18.00	1 ¹ / ₂ T.	2 T.	8	4	44	12
Holyoke, . . . . .	.45 ¹ / ₂	3.64	20.02	1 ¹ / ₂ T.	2 T.	8	4	44	12
Lawrence, . . . . .	.43 ¹ / ₂	-	-	3 -	1 -	8	4	44	12
Lowell, . . . . .	.37 ¹ / ₂	3.00	16.50	1 ¹ / ₂ T.	2 T.	8	4	44	12
Lynn, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Manchester, . . . . .	.45	3.60	19.80	1 ¹ / ₂ T.	2 T.	8	4	44	12
Marblehead, . . . . .	.41	3.28	18.04	1 ¹ / ₂ T.	2 T.	8	4	44	12
Milford, . . . . .	.41	3.28	18.04	1 ¹ / ₂ T.	2 T.	8	4	44	12
Natick, . . . . .	.45 ¹ / ₂	3.64	20.02	1 ¹ / ₂ T.	1 -	8	4	44	12
New Bedford, . . . . .	.37 ¹ / ₂	3.00	18.00	\$0.45	2 T.	8	8	48	-
Newburyport, . . . . .	.37 ¹ / ₂	3.00	18.00	2 T.	2 T.	8	8	48	-
North Adams,	-	3.00	-	1 ¹ / ₂ T.	2 T.	8	8	48	-
Northampton, . . . . .	.43 ³ / ₄	-	-	1 ¹ / ₂ T.	5 -	8	4	44	12
Pittsfield, . . . . .	.44 ¹ / ₂	3.56	19.58	2 T.	2 T.	8	4	44	12
Quincy, . . . . .	.45 ¹ / ₂	-	20.00	1 ¹ / ₂ T.	2 T.	8	4	44	12
Rockland, . . . . .	.34 ³ / ₈	2.75	16.50	1 ¹ / ₂ T.	2 T.	8	8	48	-
Salem,	-	3.28	18.04	1 ¹ / ₂ T.	2 T.	8	4	44	12
Taunton, . . . . .	.41 ¹ / ₄	3.30	18.15	1 ¹ / ₂ T.	2 T.	8	4	44	12
Ware, . . . . .	.34 ³ / ₈	2.75	16.50	1 ¹ / ₂ T.	2 T.	8	8	48	-
Webster,	-	2.50	-	1 ¹ / ₂ T.	1 ¹ / ₂ T.	8	8	48	6 ⁴
Wellesley, . . . . .	.45 ¹ / ₂	3.64	20.02	1 ¹ / ₂ T.	2 T.	8	4	44	12
Westborough, . . . . .	.37 ¹ / ₂	3.00	18.00	1 ¹ / ₂ T.	1 -	8	8	48	-
Westfield, . . . . .	.45 ¹ / ₂	3.64	20.02	1 ¹ / ₂ T.	2 T.	8	4	44	12
<i>Sign Writers.</i>									
Boston:									
Helpers, . . . . .	.37 ¹ / ₂	-	-	2 T.	2 T.	8	4	44	12
Helpers (experienced), . . . . .	.43 ³ / ₄	-	-	2 T.	2 T.	8	4	44	12
Pictorial painters,	1.00	-	-	2 T.	2 T.	8	4	44	12
Sign writers, . . . . .	.75	-	-	2 T.	2 T.	8	4	44	12
Holyoke, . . . . .	.45 ¹ / ₂	3.64	20.02	1 ¹ / ₂ T.	2 T.	8	4	44	12
Plasterers.									
Athol, . . . . .	.60	-	-	1 ¹ / ₂ T.	2 T.	8	8	48	-
Attleborough, . . . . .	.60	4.80	26.40	1 ¹ / ₂ T.	2 T.	8	4	44	12
Beverly, . . . . .	.60	-	-	-	-	8	4	44	12

¹ No work on Labor Day; double time on other holidays and on Sundays.² Piece rates also; rate stated is for day work.³ No work on Saturday between noon and 5 P.M.; other overtime, time and one-half.⁴ Work 8³/₄ hours on 5 days during 3 months to compensate for Saturday half-holiday.⁵ No work on Labor Day; double time on Sundays; time and one-half on holidays.⁶ During 4 months, 9 hours on 5 days and 3 hours on Saturday.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Plasterers — Con.									
Boston,	\$0.65	—	—	2 T.	2 T.	8	4	44	12
Brockton, . . . . .	.65	\$5.20	\$28.60	2 T.	2 T.	8	4	44	12
Cambridge, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Clinton, . . . . .	.65	—	—	1½ T.	2 T.	8	4	44	12
Dedham, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
Fall River, . . . . .	.60	4.80	28.80	1½ T.	1½ T.	8	8	48	—
Fitchburg, . . . . .	.60	4.80	28.80	1½ T.	2 T.	8	8	48	4
Frammingham, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12
Gardner, . . . . .	.60	—	—	1½ T.	2 T.	8	8	48	—
Gloucester, . . . . .	.60	4.80	28.80	1½ T.	2 T.	8	8	48	8
Great Barrington, . . . . .	.56¼	4.50	27.00	2 T.	2 T.	8	8	48	—
Greenfield, . . . . .	.60	4.80	28.80	1½ T.	2 T.	8	8	48	—
Holyoke, . . . . .	.62½	5.00	27.50	2 T.	2 T.	8	4	44	12
Lawrence, . . . . .	.62½	5.00	27.50	2 T.	2 T.	8	4	44	12
Leominster, . . . . .	.60	4.80	28.80	1½ T.	2 T.	8	8	48	4
Lynn, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Marlborough, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
New Bedford, . . . . .	.60	—	—	1½ T.	2 T.	8	4	44	12
Newburyport, . . . . .	.55	4.40	—	1½ T.	2 T.	8	4	44	12
Newton, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
North Adams, . . . . .	.62½	5.00	30.00	2 T.	2 T.	8	8	48	—
Northampton, . . . . .	.62½	5.00	30.00	2 T.	2 T.	8	8	48	—
Pittsfield, . . . . .	.62½	5.00	27.50	2 T.	2 T.	8	4	44	12
Plymouth, . . . . .	.60	—	—	1½ T.	2 T.	8	8	48	6
Quincy, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Salem, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Somerville, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Southbridge, . . . . .	.55	—	—	1½ T.	2 T.	8	4	44	12
Springfield, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Taunton, . . . . .	.60	4.80	28.80	1½ T.	2 T.	8	8	48	—
Waltham, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Westfield, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Woburn, . . . . .	.65	—	—	2 T.	2 T.	8	4	44	12
Worcester, . . . . .	.65	5.20	28.60	1½ T.	2 T.	8	4	44	12
Plumbers and Pipe Fitters.									
Ammonia Fitters.									
Lynn, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Gas Fitters.									
Boston, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Brockton, . . . . .	.55	—	—	2 T.	2 T.	8	4	44	12
Gloucester,	—	3.25	19.50	2 T.	2 T.	8	8	48	3
Haverhill,	—	3.82½	21.04	2 T.	2 T.	8	4	44	12
Holyoke,	—	—	22.50	1—	2 T.	8	4	44	12
Lynn, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Milford, . . . . .	.47¾	3.82	21.00	2 T.	2 T.	8	4	44	12
Northampton,	—	3.50	21.00	1½ T.	3—	8	8	48	3
Salem, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
Springfield,	—	—	24.00	2 T.	2 T.	8	4	44	12
Waltham, . . . . .	.55	4.40	24.20	2 T.	4—	8	4	44	12
Westfield, . . . . .	.47¾ ₁₁	—	—	5—	2 T.	8	4	44	12
Worcester,	—	—	18.00	6—	2 T.	8	4	44	12
Gas Fitters' Helpers.									
Haverhill,	—	—	12.00	2 T.	2 T.	8	4	44	12
Worcester,	—	—	12.00	6—	2 T.	8	4	44	12

¹ Double time, except on Saturday afternoon, when regular rate is paid for emergency work.

² During 3 months no payment is made for half-holiday.

³ Time and one-half on holidays; double time on Sundays.

⁴ Double time; no work on Labor Day.

⁵ Regular rate from 8 A.M. to 6 P.M. and on Saturday afternoon; time and one-half from 6 P.M. to 12 P.M.; double time from 12 P.M. to 8 A.M.

⁶ Double time, except that regular rate is paid for work on Saturday afternoon until 5 P.M.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Plumbers and Pipe Fitters										
— Con.										
<i>Pipe Coverers.</i>										
Lynn,	\$0.60	\$4.80	\$26.40	2 T.	2 T.	8	4	44	12	
Milford, . . . . .	.47 ³ / ₄	3.82	21.00	2 T.	2 T.	8	4	44	12
Worcester,	—	—	18.00	1 —	2 T.	8	4	44	12	
<i>Plumbers.</i>										
Attleborough,	—	3.50	—	1 ¹ / ₂ T.	2 T.	8	4	44	12	
Boston, . . . . .	.65	5.20	28.60	1 —	2 T.	8	4	44	12
Brockton, . . . . .	.57 ¹ / ₂	4.60	25.30	2 T.	2 T.	8	4	44	12
Everett (see Malden).	—	—	—	—	—	—	—	—	—	
Fall River,	—	3.50	—	2 T.	2 T.	8	8	48	—	
Fitchburg, . . . . .	.44	3.50	21.00	2 T.	2 T.	8	8	48	—
Gloucester,	—	3.25	19.50	2 T.	2 T.	8	8	48	3	
Haverhill,	—	3.82 ¹ / ₂	21.04	2 T.	2 T.	8	4	44	12	
Holyoke,	—	—	22.50	2 —	2 T.	8	4	44	12	
Lawrence,	—	—	21.00	2 T.	2 T.	8	4	44	12	
Lenox, . . . . .	.47 ¹ / ₂	—	—	1 ¹ / ₂ T.	2 T.	8	4	44	12
Lowell, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Lynn, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Malden, ³	—	4.25	23.38	1 ¹ / ₂ T.	2 T.	8	4	44	12	
Marlborough,	—	4.00	—	2 T.	2 T.	8	8	48	4	
Medford (see Malden).	—	—	—	—	—	—	—	—	—	
Milford, . . . . .	.47 ³ / ₄	3.82	21.00	2 T.	2 T.	8	4	44	12
Natick, . . . . .	.56 ¹ / ₄	4.50	24.75	4 —	2 T.	8	4	44	12
New Bedford, . . . . .	.50	4.00	22.00	2 —	2 T.	8	4	44	12
Newton, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Northampton,	—	3.50	21.00	1 ¹ / ₂ T.	6 —	8	8	48	3	
Pittsfield,	—	—	21.00	2 T.	2 T.	8	4	44	12	
Quincy, . . . . .	.60	—	—	—	—	8	4	44	12
Salem, . . . . .	.60	4.80	26.40	1 ¹ / ₂ T.	2 T.	8	4	44	12
Springfield,	—	—	24.00	2 T.	2 T.	8	4	44	12	
Taunton, . . . . .	.37 ¹ / ₂	3.00	18.00	2 T.	2 T.	8	8	48	—
Wakefield, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Waltham, . . . . .	.55	4.40	24.20	2 T.	7 —	8	4	44	12
Westfield, . . . . .	.47 ⁸ / ₁₁	—	—	8 —	2 T.	8	4	44	12
Woburn, . . . . .	.53	4.24	23.32	1 ¹ / ₂ T.	2 T.	8	4	44	12
Worcester, . . . . .	.56 ¹ / ₄	4.50	24.75	2 T.	2 T.	8	4	44	12
<i>Plumbers' Apprentices.</i>										
Brockton:	—	—	—	—	—	—	—	—	—	
First year,	—	—	6.00	—	—	8	4	44	12	
Second year,	—	—	7.50	—	—	8	4	44	12	
Third year,	—	—	9.00	—	—	8	4	44	12	
Fourth year,	—	—	12.00	—	—	8	4	44	12	
Milford,	—	—	7.50	2 T.	2 T.	8	4	44	12	
Waltham,	—	1.00	6.00	2 T.	7 —	8	4	44	12	
Worcester:	—	—	—	—	—	—	—	—	—	
First year,	—	—	4.00	2 T.	2 T.	8	4	44	12	
Second year,	—	—	5.00	2 T.	2 T.	8	4	44	12	
Third year,	—	—	6.00	2 T.	2 T.	8	4	44	12	
Fourth year,	—	—	7.00	2 T.	2 T.	8	4	44	12	
Fifth year,	—	—	15.00	2 T.	2 T.	8	4	44	12	

¹ Double time, except that regular rate is paid for work on Saturday afternoon until 5 P.M.

² Double time, except on Saturday afternoon, when regular rate is paid for emergency work.

³ Same rates apply in Everett and Medford.

⁴ Double time, except where one-half hour will complete work which has already taken at least two hours.

⁵ During 3 months no payment is made for half-holiday.

⁶ Time and one-half on holidays; double time on Sundays.

⁷ No work on Labor Day; double time on other holidays and Sundays.

⁸ Regular rate from 8 A.M. to 6 P.M. and on Saturday afternoon; time and one-half from 6 P.M. to 12 P.M.; double time from 12 P.M. to 8 A.M.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holid-ays (Hour)	Mon-day to Fri-day	Sat-urday		
Plumbers and Pipe Fitters									
— Con.									
<i>Plumbers, Junior.</i>									
Boston,	\$0.58¾	\$4.70	\$25.85	1—	2 T.	8	4	44	12
Brockton, . . . . .	.51¼	4.10	22.55	2 T.	2 T.	8	4	44	12
Haverhill,	—	—	15.00	2 T.	2 T.	8	4	44	12
Holyoke, . . . . .	.34	2.72	14.96	2—	2 T.	8	4	44	12
Lowell, . . . . .	.37½	3.00	16.50	2 T.	2 T.	8	4	44	12
New Bedford, . . . . .	.37½	3.00	16.50	2—	2 T.	8	4	44	12
Newton (first year),	—	3.00	—	—	—	8	4	44	12
Newton (second year),	—	4.00	—	—	—	8	4	44	12
Taunton, . . . . .	.31¼	2.50	15.00	2 T.	2 T.	8	8	48	—
Waltham (first year),	—	2.50	—	2 T.	2 T.	8	4	44	12
Waltham (second year),	—	4.00	22.00	2 T.	2 T.	8	4	44	12
<i>Sprinkler Fitters.</i>									
Boston, . . . . .	.56¼	4.50	24.75	2 T.	2 T.	8	4	44	12
Brockton, . . . . .	.55	—	—	2 T.	2 T.	8	4	44	12
Lynn, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Northampton,	—	3.50	3 21.00	1½ T.	4—	8	8	48	3
Salem, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
Springfield, . . . . .	.50	—	—	5—	2 T.	8	4	44	12
<i>Sprinkler Fitters' Helpers.</i>									
Boston, . . . . .	.31¼	2.50	13.75	2 T.	2 T.	8	4	44	12
<i>Steam Fitters.</i>									
Attleborough,	—	3.50	—	1½ T.	2 T.	8	4	44	12
Boston, . . . . .	.56¼	4.50	24.75	2 T.	2 T.	8	4	44	12
Brockton, . . . . .	.55	—	—	2 T.	2 T.	8	4	44	12
Everett (see Malden),	—	—	—	—	—	—	—	—	—
Gloucester,	—	3.25	19.50	2 T.	2 T.	8	8	48	3
Haverhill,	—	3.82½	21.04	2 T.	2 T.	8	4	44	12
Lawrence,	—	—	18.00	2 T.	2 T.	8	4	44	12
Lenox, . . . . .	.47½	—	—	1½ T.	2 T.	8	4	44	12
Lynn, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Malden, ⁶	—	4.25	23.38	1½ T.	2 T.	8	4	44	12
Marlborough,	—	4.00	—	2 T.	2 T.	8	8	48	4
Medford (see Malden),	—	—	—	—	—	—	—	—	—
Milford, . . . . .	.47¾	3.82	21.00	2 T.	2 T.	8	4	44	12
Natick, . . . . .	.56¼	4.50	24.75	7—	2 T.	8	4	44	12
Northampton,	—	3.50	3 21.00	1½ T.	4—	8	8	48	3
Pittsfield,	—	—	21.00	2 T.	2 T.	8	4	44	12
Quincy, . . . . .	.60	—	—	—	—	8	4	44	12
Salem, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
Springfield, . . . . .	.50	—	—	5—	2 T.	8	4	44	12
Taunton, . . . . .	.37½	3.00	18.00	2 T.	2 T.	8	8	48	—
Wakefield, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Waltham, . . . . .	.50	4.00	22.00	2 T.	2—	8	4	44	12
Westfield, . . . . .	.47¾	—	—	9—	2 T.	8	4	44	12
Woburn, . . . . .	.47⅔	—	—	1½ T.	2 T.	8	4	44	12
Worcester,	—	—	21.00	1—	2 T.	8	4	44	12

¹ On Saturday afternoon till 5 P.M., regular rate; other overtime, double time.

² Double time, except on Saturday afternoon, when regular rate is paid for emergency work.

³ During 3 months no payment is made for half-holiday.

⁴ Time and one-half on holidays; double time on Sundays.

⁵ Double time, except on Saturday afternoon, when regular rate is paid.

⁶ Same rates apply in Everett and Medford.

⁷ Double time, except where one-half hour will complete work which has already taken at least two hours.

⁸ Double time; no work on Labor Day.

⁹ Regular rate from 8 A.M. to 6 P.M. and on Saturday afternoon; time and one-half from 6 P.M. to 12 P.M.; double time from 12 P.M. to 8 A.M.

TABLE 1. BUILDING TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Plumbers and Pipe Fitters										
— Con.										
<i>Steam Fitters' Helpers.</i>										
Boston,	\$0.31¼	\$2.50	\$13.75	2 T.	2 T.	8	4	44	12	
Haverhill,	—	—	12.00	2 T.	2 T.	8	4	44	12	
Springfield, . . . . .	.25	—	—	1 —	2 T.	8	4	44	12
Taunton, . . . . .	.21⅞	1.75	10.50	2 T.	2 T.	8	8	48	—
Waltham, . . . . .	.25	2.00	—	2 T.	2 T.	8	4	44	12
Worcester,	—	—	13.50	1 —	2 T.	8	4	44	12	
<i>Steam Fitters, Junior.</i>										
Worcester (first year),	—	—	15.00	1 —	2 T.	8	4	44	12	
Worcester (second year),	—	—	18.00	1 —	2 T.	8	4	44	12	
<i>Tinsmiths.</i>										
Wakefield, . . . . .	.50	4.00	22.00	2 T.	2 T.	8	4	44	12
Roofers.										
Boston, ³ . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Brockton, . . . . .	.55	4.40	24.20	2 T.	2 T.	8	4	44	12
Holyoke, ⁴ . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Lynn (slate),	—	4.40	—	1½ T.	2 T.	8	4	44	12	
Lynn (gravel),	—	3.50	—	1½ T.	2 T.	8	4	44	12	
Springfield, ⁴ . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
<i>Helpers.</i>										
Boston, . . . . .	.37½	—	—	2 T.	2 T.	8	4	44	12
Brockton, . . . . .	.37½	3.00	16.50	2 T.	2 T.	8	4	44	12
Lynn,	—	2.50	—	1½ T.	2 T.	8	4	44	12	
Sheet Metal Workers.										
Boston,	—	4.40	—	—	—	8	4	44	12	
Brockton, ⁵	—	3.50	—	—	—	8	4	44	12	
Brockton (roofing),	—	3.00	—	—	—	8	4	44	12	
Holyoke, ⁶	—	—	21.00	2 T.	2 T.	8	4	44	12	
Lowell, . . . . .	.37½	3.00	18.00	1½ T.	2 T.	8¾	4¼	48	12
Lynn, ⁷	—	4.80	—	8 —	2 T.	8	4	44	12	
Malden, . . . . .	.50	—	—	8, 9 —	2 T.	8	8	48	8
Marlborough, ¹⁰ . . . . .	.50	4.00	24.00	2 T.	2 T.	8	8	48	4
Natick, . . . . .	.50	4.00	24.00	11 —	2 T.	8	8	48	9

¹ Double time, except that regular rate is paid for work on Saturday afternoon.

² After one year of service; helpers receive \$12 a week during first year.

³ Men who can lay paper receive 43¾ cents an hour; men who are able to mop, lade, and gravel receive 50 cents an hour; all around men receive 55 cents an hour.

⁴ Scale for apprentices: First year, \$2 a day; second year, \$2.50 a day; third year, \$3 a day.

⁵ Includes work on cornices, metal ceilings, and skylights, blow and exhaust work, stove and furnace work, ventilating work, and all metal trimming.

⁶ After three years of service apprentices receive \$2.50 a day.

⁷ Scale for apprentices: Fourth year of service, not less than \$1.90 a day less than journeymen's rate; fifth year, not less than \$1 a day less than journeymen's rate.

⁸ Regular rate until 9 P.M.; time and one-half from 9 P.M. to midnight; double time thereafter.

⁹ Time and one-half on Saturday afternoon.

¹⁰ Includes furnace workers and roofers.

¹¹ Time and one-half; after 6 P.M. double time outside of shops; regular rate from 7 to 8 A.M. and from 5 to 6 P.M. during October, November, and December.

TABLE 1. BUILDING TRADES — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Sheet Metal Workers — Con.										
New Bedford,	\$0.45	\$3.60	\$19.80	1 —	2 T.	8	4	44	12	
Salem, ² . . . . .	.50	—	—	3 —	2 T.	8	4	44	12
Springfield (Union A),	—	—	21.00	2 T.	2 T.	8	4	44	12	
Springfield (Union B):										
Bumpers, . . . . .	.55	—	—	1½ T.	1¼ T.	9	5	50	12
Fender men, . . . . .	.40	—	—	1¼ T.	1¼ T.	9	5	50	12
Tank makers, . . . . .	.45	—	—	1¼ T.	1¼ T.	9	5	50	12
Worcester, . . . . .	.40½	3.25	19.50	2 T.	2 T.	8	8	48	—
Stonemasons.										
Athol, . . . . .	.60	—	—	1½ T.	2 T.	8	8	48	—
Attleborough, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
Beverly, . . . . .	.60	—	—	—	—	8	4	44	12
Boston, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Brockton, . . . . .	.60	—	—	1½ T.	2 T.	8	4	44	12
Cambridge, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Clinton, . . . . .	.65	—	—	1½ T.	2 T.	8	4	44	12
Dedham, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
Fall River, . . . . .	.60	4.80	28.80	1½ T.	1½ T.	8	8	48	—
Framingham, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
Gardner, . . . . .	.60	—	—	1½ T.	2 T.	8	8	48	—
Gloucester, . . . . .	.50	4.00	24.00	1½ T.	2 T.	8	8	48	8
Great Barrington, . . . . .	.56¼	4.50	27.00	2 T.	2 T.	8	8	48	—
Haverhill, . . . . .	.55	4.40	24.20	1½ T.	2 T.	8	4	44	12
Holyoke, . . . . .	.62½	5.00	27.50	2 T.	2 T.	8	4	44	12
Lawrence, . . . . .	.50	4.00	24.00	1½ T.	2 T.	8	8	48	—
Lenox, . . . . .	.62½	5.00	27.50	1½ T.	2 T.	8	4	44	12
Lynn, . . . . .	.60	4.80	26.40	1½ T.	2 T.	8	4	44	12
Malden, . . . . .	.60	—	—	1½ T.	2 T.	8	4	44	12
Marlborough, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
New Bedford, . . . . .	.60	—	—	1½ T.	2 T.	8	4	44	12
Newburyport, . . . . .	.55	4.40	—	1½ T.	2 T.	8	4	44	12
Newton, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
North Adams, . . . . .	.62½	5.00	30.00	2 T.	2 T.	8	8	48	—
Northampton, . . . . .	.43¾	3.50	21.00	—	—	8	8	48	—
Pittsfield, . . . . .	.62½	5.00	27.50	2 T.	2 T.	8	4	44	12
Plymouth, . . . . .	.60	—	—	1½ T.	2 T.	8	8	48	6
Quincy, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Salem, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Southbridge, . . . . .	.55	—	—	1½ T.	2 T.	8	4	44	12
Springfield, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Taunton, . . . . .	.60	4.80	28.80	1½ T.	2 T.	8	8	48	—
Waltham, . . . . .	.65	5.20	28.60	2 T.	2 T.	8	4	44	12
Westfield, . . . . .	.60	4.80	26.40	2 T.	2 T.	8	4	44	12
Worcester, . . . . .	.55	4.40	26.40	1½ T.	2 T.	8	8	48	—
Tile Layers and Helpers.										
Boston:										
Helpers,	—	3.00	16.50	2 T.	2 T.	8	4	44	12	
Improvers, first year,	—	3.75	—	2 T.	2 T.	8	4	44	12	
Improvers, second year, . . .	—	4.50	—	2 T.	2 T.	8	4	44	12	
Tile setters,	—	5.50	—	2 T.	2 T.	8	4	44	12	

¹ Time and one-half before 9 P.M.; double time thereafter.² Scale for apprentices: Fourth year of service, not less than \$1 a day less than journeymen's rate; fifth year, not less than 50 cents a day less than journeymen's rate.³ Time and one-half before 10 P.M.; double time after 10 P.M.

TABLE 2. DOMESTIC AND PERSONAL SERVICE.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME ¹		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Barbers.									
Adams,	-	-	\$12.00	-	-	2 12	14	67	12
Athol,	-	-	-	-	-	2 12	14 ¹ / ₂	67 ¹ / ₂	12
Boston,	-	-	3 13.00	-	-	4 10 ¹ / ₂	12 ¹ / ₂	58 ¹ / ₂	12
Brockton,	-	-	5 15.00	-	-	6 11 ¹ / ₂	14 ¹ / ₂	65	12
Clinton,	-	-	12.00	-	-	7 11	14	63 ¹ / ₂	12
Fall River,	-	-	12.00	-	-	6 10 ¹ / ₂	13 ¹ / ₂	60	12
Fitchburg,	-	-	12.00	-	-	8 11 ¹ / ₄	13 ³ / ₄	61 ¹ / ₂	12
Framingham,	-	-	14.00	-	-	9 11 ¹ / ₄	13 ³ / ₄	64 ³ / ₄	12
Gardner,	-	-	14.00	-	-	2 11	14	63	12
Haverhill,	-	-	10 13.00	-	-	7 12 ¹ / ₂	14	69 ¹ / ₂	12
Haverhill (independent union),	-	-	13.00	-	-	7 10 ³ / ₄	12 ³ / ₄	61 ¹ / ₄	12
Holyoke,	-	-	13.00	-	-	2 10 ¹ / ₂	13	60	12
Lawrence,	-	-	11 12.00	-	-	9 11	14	60	12
Leominster,	-	-	13.00	-	-	2 11 ¹ / ₂	14 ¹ / ₂	65 ¹ / ₂	12
Lowell,	-	-	12.00	-	-	2 10	13	58	12
Lynn,	-	-	11 14.00	-	-	7 10 ³ / ₄	13 ¹ / ₄	61 ³ / ₄	12
Milford,	-	-	13.00	-	-	2 10 ¹ / ₂	10 ¹ / ₂	57 ¹ / ₂	12
Natick,	-	-	14.00	-	-	9 11 ¹ / ₂	13 ³ / ₄	64 ³ / ₄	12
New Bedford,	-	-	12.00	-	-	7 10	13	58 ¹ / ₂	12
North Adams,	-	-	14.00	-	-	12 11	14	62 ¹ / ₂	12
Northampton,	-	-	15.00	-	-	13 10 ³ / ₄	13 ¹ / ₄	59 ¹ / ₂	12
Pittsfield,	-	-	10 12.00	-	-	14 11	13 ¹ / ₂	61 ¹ / ₂	12
Quincy,	-	-	-	-	-	2 13	15	72	12
Rockland,	-	-	15 15.00	-	-	16 10 ³ / ₄	12 ³ / ₄	58 ¹ / ₄	12
Salem,	-	-	12.00	-	-	6 11	13	61 ¹ / ₂	12
Springfield,	-	-	11 13.00	-	-	17 11	13 ¹ / ₂	60 ¹ / ₂	12
Taunton,	-	-	14.00	-	-	2 11	14	63	12
Waltham,	-	-	11 13.00	-	-	6 11	14	62 ¹ / ₂	12
Webster,	-	-	15.00	-	-	11	14	69	-
Westfield,	-	-	13.00	-	-	18 10 ¹ / ₄	13 ¹ / ₄	57 ³ / ₄	12
Woburn,	-	-	-	-	-	19 11 ¹ / ₄	14 ¹ / ₂	64	12
Worcester,	-	-	12 00	-	-	20 11	5 ¹ / ₂	63	12
Bartenders.									
Boston,	-	-	18.00	\$0.35	\$0.45	10	10	60	-
Chicopee (hotel),	-	-	21.00	-	-	9	9	63	-
Chicopee (saloon),	-	-	18.00	-	-	9	9	54	-

¹ For explanation of symbols see note 1 on page 8.² One day 5 hours.³ Also one-half receipts over certain amounts, varying with amount of weekly wages.⁴ One day 4 hours.⁵ Also one-half receipts over \$22.⁶ One day 4¹/₂ hours.⁷ One day 5¹/₂ hours.⁸ One day 4 hours, and one day 10 hours.⁹ One day 6 hours; Lawrence, also one day, seven hours.¹⁰ Also one-half receipts over \$18.¹¹ Also one-half receipts over \$20.¹² One day 5¹/₂ hours, and one day 10 hours.¹³ One day 4¹/₂ hours, and one day 9¹/₂ hours.¹⁴ One day 5 hours, and one day 10 hours.¹⁵ Also one-half receipts over \$21.¹⁶ One day 4¹/₂ hours, and one day 8³/₄ hours.¹⁷ Monday and Friday 9³/₄ hours, one day a week 5¹/₂ hours.¹⁸ One day 4¹/₂ hours, and one day 9³/₄ hours.¹⁹ One day 5 hours, one day 10 hours, and one day 12 hours.²⁰ One day, 13¹/₂ hours.

TABLE 2. DOMESTIC AND PERSONAL SERVICE—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Bartenders — Con.									
Clinton (hotel and saloon), .	—	—	\$15.00	—	—	¹ 11	11	58	12
Fitchburg (hotel and saloon), .	—	—	15.00	—	—	² 9	12	58	—
Fitchburg (spare or accommodation work), .	—	\$5.00	—	—	—	² 9	12	58	—
Gardner,	—	—	³ 10.00	}	—	9	9	54	—
Gloucester (hotel and saloon), .	—	—	⁴ 15.00						
Great Barrington,	—	—	18.00	—	—	—	—	60	12
Haverhill,	—	—	⁵ 15.00	—	—	9	9	54	—
Holyoke,	—	—	18.00	1½ T.	2 T.	—	—	⁶ 59	—
Holyoke (extra help),	—	3.50	—	—	—	9	10	55	—
Holyoke (extra help),	—	5.00	—	—	\$0.50	—	10	—	—
Lawrence,	—	—	15.00	1½ T.	2 T.	—	—	58	12
Lowell,	—	—	15.00	—	—	⁶ 10	14	60	12
Lynn,	—	—	18.00	—	—	⁷ 10½	10½	54	12
Newburyport (hotel and saloon),	—	—	16.00	—	—	—	—	60	—
North Adams,	—	—	15.00	—	—	10	12	62	—
North Adams (hotel),	—	—	18.00	—	—	10	12	⁸ 68	—
Northampton,	—	—	18.00	—	—	9	11	56	—
Northampton (one in hotel),	—	—	21.00	—	—	—	—	60	—
Northampton (spare work),	—	{	3.50	—	—	9	—	—	}
Pittsfield (hotel and saloon), ⁹	—		4.00	—	—	.40	—	10	
Pittsfield (hotel and saloon), ⁹	—	—	18.00	—	—	9	11	56	—
Southbridge,	—	—	18.00	Reg.	Reg.	9	12	¹⁰ 60	—
Springfield,	—	—	18.00	Reg.	Reg.	—	—	56	12
Springfield (spare men),	—	5.00	—	—	—	—	—	—	—
Taunton (hotel), ⁹	—	—	18.00	—	—	¹¹ 10½	12	⁹ 71	12
Taunton (saloon), ⁹	—	—	15.00	—	—	¹¹ 10½	12	60½	12
Ware (hotel and saloon), ⁹	—	—	20.00	1½ T.	1½ T.	8½	14½	57	—
Ware (saloon), ⁹	—	—	15.00	1½ T.	1½ T.	8½	14½	57	—
Westfield (hotel and saloon),	—	—	18.00	\$0.50	.50	9	10	¹² 65	—
Worcester,	—	¹³ 3.00	18.00	—	—	10	10	60	—
Bootblacks.									
North Adams,	\$0.20	—	—	Reg.	Reg.	{ 10 11	14 15	{ 14 67 14 74	}
Hotel and Restaurant Employees.									
Cooks, First.									
Boston (men),	—	5.00	—	.30	1½ T.	11½	11½	70	—
Brockton (men),	—	—	¹⁵ 15.00	.25	.25	—	—	70	—
Brockton (women),	—	—	¹⁶ 12.00	.25	.25	—	—	54	—
Lynn (men),	—	—	¹⁵ 16.00	¹⁶ .25	¹⁷ .25	—	—	63	—
Lynn (women),	—	—	¹⁵ 12.00	¹⁶ .25	¹⁷ .25	—	—	54	—

¹ One day, 3 hours.² One day, 10 hours.³ With board.⁴ Without board.⁵ May work in hotels alternate Sundays, 8 hours to be a day's work.⁶ Tuesday half-holiday.⁷ One and one-half hours on day off.⁸ Six hours on Sunday.⁹ Saloon men do not work Sundays, hotel men do.¹⁰ Three hours on Sunday.¹¹ Six and one-half hours on Thursday.¹² Ten hours on Sunday.¹³ For single day, Saturday, \$4.¹⁴ Hours shown are averages; weather conditions affect trade. In winter average hours, 67 (3 hours on Sunday); in summer average hours, 74 (4 hours on Sunday).¹⁵ And meals.¹⁶ Rate per hour or fraction of hour for overtime, and meals.¹⁷ On Labor Day, double time.

TABLE 2. DOMESTIC AND PERSONAL SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holid-ays (Hour)	Mon-day to Fri-day	Sat-urday		
Hotel and Restaurant Employees — Con.									
Cooks, Order.									
Brockton (men, day), . . .	-	-	¹ \$12.00	\$0.25	\$0.25	-	-	70	-
Brockton (men, night), . . .	-	-	¹ 12.00	.25	.25	-	-	84	-
Brockton (women), . . .	-	-	¹ 10.00	.25	.25	-	-	54	-
Lynn (men, night), . . .	-	-	¹ 13.00	² .25	² .25	-	-	63	-
Cooks, Pastry.									
Brockton (men), . . .	-	-	¹ 15.00	.25	.25	-	-	70	-
Brockton (women), . . .	-	-	¹ 9.00	.25	.25	-	-	54	-
Lynn (women), . . .	-	-	¹ 12.00	² .25	² .25	-	-	54	-
Cooks, Second.									
Boston (men), . . .	-	\$4.00	-	.30	1½ T.	11¾	11¾	70	-
Brockton (men), . . .	-	-	¹ 10.00	.25	.25	-	-	70	-
Brockton (women), . . .	-	-	¹ 10.00	.25	.25	-	-	54	-
Dish Washers.									
Brockton (men), . . .	-	-	¹ 7.00	.25	.25	-	-	70	-
Brockton (women), . . .	-	-	¹ 6.00	.25	.25	-	-	54	-
Kitchen Help.									
Boston, . . .	-	4.00	-	.30	1½ T.	11¾	11¾	70	-
Slide Tenders.									
Lynn (men), . . .	-	-	¹ 10.00	² .25	² .25	-	-	63	-
Waiters.									
Boston:									
Clubs, . . .	-	-	⁴ 40.00	.30	.30	11¾	11¾	70	-
Hotels, . . .	-	-	¹ 10.00	.30	.30	11¾	11¾	70	-
Noon waiters, . . .	-	-	⁵ 5.00	.30	.30	4	4	24	-
Party and banquet men (dress suits), . . .	-	⁶ 3.00	-	.30	.30	3	3	-	-
Party and banquet men (jackets), . . .	-	⁶ 2.00	-	.30	.30	3	3	-	-
Restaurants and cafés, . . .	-	-	¹ 12.00	.30	.30	11¾	11¾	70	-
Sunday men, . . .	-	¹ 3.00	¹ 3.00	.30	.30	-	-	10	-
Brockton (restaurant, men), . . .	-	-	¹ 12.00	.25	.25	-	-	65	-
Brockton (restaurant, women), . . .	-	-	¹ 7.00	.25	.25	-	-	54	-
Lynn:									
Men, day, . . .	-	-	¹ 12.00	² .25	² .25	-	-	63	-
Men, night, . . .	-	-	¹ 13.00	² .25	² .25	-	-	63	-
Women, day, . . .	-	-	¹ 7.00	² .25	² .25	-	-	54	-
Laundry Workers.									
Boston:									
Apprentices, . . .	-	1.00	6.00	2 T.	2 T.	79	79	54	73
Mangle hands, . . .	-	1.00	6.00	2 T.	2 T.	79	79	54	73
Starchers, . . .	-	1.83½	11.00	2 T.	2 T.	79	79	54	73
Washermen, . . .	-	2.66⅔	16.00	2 T.	2 T.	79	79	54	73
Wringermen, . . .	-	1.66⅔	10.00	2 T.	2 T.	79	79	54	73

¹ And meals.² Rate for overtime per hour or fraction of hour, and meals.³ On Labor Day, double time.⁴ Rate per month, and meals.⁵ And 2 meals.⁶ And 1 meal, for 3 hours' work or less.⁷ Work 9¾ hours on 5 days to compensate for Saturday half-holiday during 3 months.

TABLE 2. DOMESTIC AND PERSONAL SERVICE — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Laundry Workers — Con.									
Brockton:									
Collar shapers,	-	-	\$6.50	2 T.	2 T.	9	5	50	12
Dampeners, collars,	-	-	6.50	2 T.	2 T.	9	5	50	12
Dampeners, shirts,	-	-	6.00	2 T.	2 T.	9	5	50	12
General hands,	-	-	9.00	2 T.	2 T.	9	5	50	12
Helpers (distributing room),	-	-	6.00	2 T.	2 T.	9	5	50	12
Ironers, body,	-	-	8.00	2 T.	2 T.	9	5	50	12
Ironers, bosom machine,	-	-	9.00	2 T.	2 T.	9	5	50	12
Ironers, collars,	-	-	7.00	2 T.	2 T.	9	5	50	12
Ironers, hand,	-	-	9.00	2 T.	2 T.	9	5	50	12
Ironers, neck bands,	-	-	6.50	2 T.	2 T.	9	5	50	12
Ironers, sleeve,	-	-	6.00	2 T.	2 T.	9	5	50	12
Ironers, starchers on hand,	-	-	9.00	2 T.	2 T.	9	5	50	12
and rough dry,	-	-	10.00	2 T.	2 T.	9	5	50	12
Ironers, tyler,	-	-	6.00	2 T.	2 T.	9	5	50	12
Ironers, wrist,	-	-	8.00	2 T.	2 T.	9	5	50	12
Mangle hands,	-	-	10.00	2 T.	2 T.	9	5	50	12
Markers and distributors,	-	-	9.00	2 T.	2 T.	9	5	50	12
Shirt finishers,	-	-	6.50	2 T.	2 T.	9	5	50	12
Shirt folders,	-	-	9.00	2 T.	2 T.	9	5	50	12
Shirt press machine oper-	-	-	9.00	2 T.	2 T.	9	5	50	12
ators,	-	-	9.00	2 T.	2 T.	9	5	50	12
Starchers,	-	-	6.50	2 T.	2 T.	9	5	50	12
Starchers' helpers,	-	-	15.00	2 T.	2 T.	9	5	50	12
Washermen,	-	-	9.00	2 T.	2 T.	9	5	50	12
Washerwomen,	-	-	12.00	2 T.	2 T.	9	5	50	12
Wringermen,	-	-	12.00	2 T.	2 T.	9	5	50	12
Haverhill (men):									
Polishers,	-	-	12.00	1½ T.	1½ T.	9	9	54	-
Washers,	-	-	12.00	1½ T.	1½ T.	9	9	54	-
All other employees,	-	-	10.00	1½ T.	1½ T.	9	9	54	-
Haverhill (women):									
Ironers, big hand,	-	\$1.60	9.60	1½ T.	1½ T.	9	9	54	-
Ironers, starch,	-	1.60	9.60	1½ T.	1½ T.	9	9	54	-
All other employees,	-	1.35	8.10	1½ T.	1½ T.	9	9	54	-

TABLE 3. FOOD, LIQUORS, AND TOBACCO.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME ¹		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Bakers.										
<i>Foremen.</i>										
Boston:										
Hebrew union,	-	-	\$24.00	-	-	2 8	8	48	-	
Union A,	-	-	22.00	-	-	10	10	60	-	
Unions B and C,	-	-	18.00	\$0.35	\$0.35	10	10	60	-	
Brockton (shop crew of four or more),	-	-	24.00	.50	3 -	9	9	54	-	
Brockton (shop crew of less than four),	-	-	21.00	.50	3 -	9	9	54	-	
Holyoke,	-	-	20.00	-	-	9	9	54	-	
Lynn,	-	-	20.00	.40	.40	9	9	54	-	
Lynn (Hebrew),	-	-	24.00	.40	.40	4 9	9	54	-	
New Bedford,	-	-	18.00	.30	-	10	10	60	-	
Salem,	-	-	18.00	.35	2 T.	9	5 9	54	5 -	
Springfield,	-	-	20.00	Reg.	6 -	9	9	54	-	
Taunton,	-	-	20.00	.60	7 .60	8 9	9	54	8 -	
Worcester (Union B),	-	-	20.00	9 .35	.35	10	10	60	-	
<i>General Bakers in Small Shops.</i>										
Boston (Hebrew),	-	-	21.00	-	-	2 8	8	48	-	
Boston (Union B),	-	-	18.00	.35	.35	10	10	60	-	
Brockton,	-	-	18.00	.50	3 -	9	9	54	-	
Lynn,	-	-	18.00	.40	.40	9	9	54	-	
Worcester (Union B),	-	-	18.00	9 .35	.35	10	10	60	-	
<i>Jobbers (Benchmen).</i>										
Boston (Hebrew),	-	\$3.50	-	-	-	2 8	8	48	-	
Brockton,	-	-	21.00	.50	3 -	9	9	54	-	
<i>Jobbers (Foremen).</i>										
Boston (Hebrew),	-	4.50	-	-	-	2 8	8	48	-	
Brockton,	-	-	24.00	.50	3 -	9	9	54	-	
Taunton,	-	-	18.00	.60	7 .60	8 9	9	54	8 -	
						10	10	60		
<i>Second Hands.</i>										
Boston:										
Hebrew union,	-	-	20.00	-	-	2 8	8	48	-	
Union A,	-	-	18.00	-	-	10	10	60	-	
Unions B and C,	-	-	16.00	.35	.35	10	10	60	-	
Brockton,	-	-	20.00	.50	3 -	9	9	54	-	
Holyoke,	-	-	17.00	-	-	9	9	54	-	
Lynn,	-	-	16.00	.40	.40	9	9	54	-	
Lynn (Hebrew),	-	-	20.00	.40	.40	4 9	9	54	-	
New Bedford,	-	-	15.00	.30	-	10	10	60	-	
Salem,	-	-	17.00	.35	2 T.	9	5 9	54	5 -	
Springfield,	-	-	17.00	.35	6 -	9	9	54	-	
Taunton,	-	-	16.00	.50	7 .50	8 9	9	54	8 -	
Worcester (Union A),	-	-	21.00	.50	.50	2 8	8	48	-	
Worcester (Union B),	-	-	17.00	9 .35	.35	10	10	60	-	

¹ For explanation of symbols, see note 1 on page 8.² Friday off; 8 hours on Sunday.³ No work on Sundays or holidays.⁴ Friday off; 9 hours on Sunday.⁵ In some cases Saturday half-holiday for 3 months.⁶ Double time on Sundays and holidays, or double time on seventh day if working Sunday as a regular day.⁷ No work on holidays.⁸ In some cases 8 hours on Wednesday during 2 months of year; night work 9 hours; day work 10 hours.⁹ One hour only per week for each man permitted.

TABLE 3. FOOD, LIQUORS, AND TOBACCO — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Bakers — Con.									
Third or Under Hands.									
Boston,	-	-	\$15.00	1 -	1 -	10	10	60	-
Boston (Hebrew),	-	-	18.00	-	-	2 8	8	48	-
Brockton,	-	-	18.00	\$0.50	2 -	9	9	54	-
Holyoke,	-	-	15.00	-	-	9	9	54	-
Lynn,	-	-	15.00	.40	\$0.40	9	9	54	-
Lynn (Hebrew),	-	-	18.00	.40	.40	4 9	9	54	-
Salem,	-	-	16.00	.35	2 T.	9	6 9	54	5 -
Springfield,	-	-	15.00	.35	6 -	9	9	54	-
Taunton,	-	-	15.00	.40	7.40	3 9	9	54	8 -
Worcester (Union A), . . .	-	-	18.00	.50	.50	2 8	8	48	-
Worcester (Union B), . . .	-	-	15.00	9.35	.35	10	10	60	-
Bottlers and Drivers.									
Bottlers. ¹⁰									
Boston,	-	-	16.00	.40	.40	8	8	48	-
Fall River,	-	-	12.50	.40	.40	8	8	48	-
Lawrence,	-	-	13.00	.35	-	9	9	54	-
Lowell,	-	-	16.50	.40	.40	8	8	48	-
Pittsfield,	-	-	15.00	.50	.50	8	8	48	-
Springfield,	-	-	16.00	.40	2 T.	9	9	54	-
Worcester (breweries), . .	-	-	16.00	.50	2 T.	8	8	48	-
Worcester (wholesale shops),	-	-	17.00	.50	2 T.	8	8	48	-
Chauffeurs.									
Boston,	-	-	18.50	.40	.40	9	9	54	-
Lawrence (large truck), . .	-	-	16.00	.35	-	9	9	54	-
Lawrence (light truck), . .	-	-	15.00	.35	-	9	9	54	-
Pittsfield,	-	-	18.00	-	-	8	8	48	-
Springfield,	-	-	17.00	.40	2 T.	9	9	54	-
Chauffeurs' Helpers.									
Pittsfield,	-	-	17.00	-	-	8	8	48	-
Drivers.									
Boston,	-	-	17.50	.40	.40	9	9	54	-
Fall River (single),	-	-	14.00	.40	.40	8	8	48	-
Lawrence (double),	-	-	15.00	.35	-	9	9	54	-
Lawrence (single),	-	-	14.00	.35	-	9	9	54	-
New Bedford,	-	-	15.00	-	-	9	9	54	-
Pittsfield,	-	-	17.00	-	-	8	8	48	-
Springfield (single),	-	-	17.00	.40	2 T.	9	9	54	-
Worcester (breweries), . . .	-	-	19.00	.50	2 T.	12 8	12 8	48	-
Worcester (wholesale shops),	-	-	19.00	.50	2 T.	10	10	60	-

¹ In some cases 35 cents an hour.² Friday off; 8 hours on Sunday.³ No work on Sundays or holidays.⁴ Friday off; 9 hours on Sunday.⁵ In some cases Saturday half-holiday for 3 months.⁶ Double time on Sundays and holidays, or double time on seventh day if working Sunday as a regular day.⁷ No work on holidays.⁸ In some cases 8 hours on Wednesday during 2 months of year; night work 9 hours; day work 10 hours.⁹ One hour only per week for each man permitted.¹⁰ Machine operators usually; in some cases fill bottles by hand.¹¹ For 6 months, 48 hours a week, and for other 6 months, 54 hours a week.¹² For 8 months 9 hours a day, 54 hours a week; for 4 months 8 hours a day, 48 hours a week.

TABLE 3. FOOD, LIQUORS, AND TOBACCO — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sun-days and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday		
Bottlers and Drivers — Con.									
<i>Drivers' Helpers.</i>									
Boston,	-	-	\$14.50	\$0.40	\$0.40	9	9	54	-
Fall River,	-	-	14.00	.40	.40	8	8	48	-
Lawrence (double),	-	-	14.00	.35	-	9	9	54	-
Lawrence (single),	-	-	13.00	.35	-	9	9	54	-
Pittsfield,	-	-	16.00	-	-	8	8	1 48	-
Worcester (breweries),	-	-	17.00	.50	2 T.	9	9	54	-
Worcester (wholesale shops),	-	-	3 15.00	.50	2 T.	10	10	60	-
<i>Inside Helpers.</i>									
Fall River,	-	-	12.50	.40	.40	8	8	48	-
Lawrence,	-	-	13.00	.35	-	9	9	54	-
Springfield,	-	-	14.00	.40	2 T.	8	8	48	-
Worcester (breweries),	-	-	16.00	.50	2 T.	8	8	48	-
Worcester (wholesale shops),	-	-	4 16.00	.50	2 T.	8	8	1 48	-
<i>Labelers.</i>									
Fall River,	-	-	12.50	.40	.40	8	8	48	-
Lawrence,	-	-	14.00	.35	-	9	9	54	-
New Bedford,	-	-	13.50	-	-	8	8	1 48	-
Worcester (breweries),	-	-	16.00	.50	2 T.	9	9	54	-
Worcester (wholesale shops),	-	-	11.00	.50	2 T.	8	8	48	-
hand work,	-	-	11.00	.50	2 T.	9	9	54	-
<i>Machine Operators.⁵</i>									
Boston,	-	-	16.00	.40	.40	8	8	48	-
Fall River,	-	-	12.50	.40	.40	8	8	48	-
Lowell,	-	-	16.50	.40	.40	8	8	48	-
New Bedford,	-	-	13.50	-	-	8	8	1 48	-
Springfield,	-	-	16.00	.40	2 T.	9	9	54	-
Worcester (breweries),	-	-	18.00	.50	2 T.	8	8	48	-
Worcester (wholesale shops),	-	-	17.00	.50	2 T.	8	8	1 48	-
<i>Packers.</i>									
Boston,	-	-	15.00	.40	.40	9	9	54	-
Lawrence,	-	-	16.00	.35	-	9	9	54	-
Lowell,	-	-	16.50	.40	.40	8	8	48	-
Springfield,	-	-	15.00	.40	2 T.	8	8	48	-
<i>Stablemen.</i>									
Lawrence (first and second),	-	-	15.00	.35	-	9	9	6 57	-
Worcester (breweries, second),	-	-	16.00	.50	2 T.	8	8	48	-
Worcester (wholesale shops),	-	-	16.00	.50	2 T.	8	8	1 48	-
<i>Other Employees (Unclassified).</i>									
Boston (inside workers),	-	-	14.00	.40	.40	9	9	54	-
Boston (outside workers),	-	-	14.00	.40	.40	9	9	54	-

¹ For 6 months 48 hours a week, and for other 6 months 54 hours a week.² For 8 months 9 hours a day, 54 hours a week; for 4 months 8 hours a day, 48 hours a week.³ Helpers on teams handling larger than one-half barrels, \$17.⁴ New men, \$15; permanent men, \$16.⁵ Machine operation includes bottling, labeling, capping, crowning, pasteurizing, soaking and washing.⁶ On Sunday 3 hours.

TABLE 3. FOOD, LIQUORS, AND TOBACCO — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES						HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Brewery Workmen.										
Brewhouse Men.										
Boston (first men),	-	-	\$20.00	\$0.50	1 \$0.50	8	8	48	-	
Boston (other men),	-	-	18.00	.50	1.50	8	8	48	-	
Fall River (first men),	-	-	19.00	.50	1.50	8	8	48	-	
Fall River (other men),	-	-	17.00	.50	1.50	8	8	48	-	
Holyoke (first men),	-	-	20.00	.50	2 T.	8	8	48	-	
Holyoke (other men),	-	-	18.00	.50	2 T.	8	8	48	-	
Lawrence (first men),	-	-	20.00	.50	.50	8	8	48	-	
Lawrence (other men),	-	-	18.00	.50	.50	8	8	48	-	
Lowell (first men),	-	-	21.00	.50	1.50	8	8	48	-	
Lowell (other men),	-	-	19.00	.50	1.50	8	8	48	-	
New Bedford (first men),	-	-	20.00	.50	.50	8	8	48	-	
New Bedford (other men),	-	-	18.00	.50	.50	8	8	48	-	
Pittsfield (first men),	-	-	21.00	.50	.50	8	8	48	-	
Pittsfield (other men),	-	-	19.00	.50	.50	8	8	48	-	
Springfield (first men),	-	-	20.00	.50	2 T.	8	8	48	-	
Springfield (other men),	-	-	18.00	.50	2 T.	8	8	48	-	
Worcester (first men),	-	-	23.00	.50	2 T.	8	8	48	-	
Worcester (other men),	-	-	19.00	.50	2 T.	8	8	48	-	
Cellarmen.										
Boston (first men),	-	-	20.00	.50	1.50	8	8	48	-	
Boston (other men),	-	-	18.00	.50	1.50	8	8	48	-	
Fall River (first men),	-	-	19.00	.50	1.50	8	8	48	-	
Fall River (other men),	-	-	17.00	.50	1.50	8	8	48	-	
Holyoke (first men),	-	-	22.00	.50	2 T.	8	8	48	-	
Holyoke (other men),	-	-	18.00	.50	2 T.	8	8	48	-	
Lawrence (first men),	-	-	20.00	.50	.50	8	8	48	-	
Lawrence (other men),	-	-	18.00	.50	.50	8	8	48	-	
Lowell (first men),	-	-	21.00	.50	1.50	8	8	48	-	
Lowell (other men),	-	-	19.00	.50	1.50	8	8	48	-	
New Bedford (first men),	-	-	20.00	.50	.50	8	8	48	-	
New Bedford (other men),	-	-	18.00	.50	.50	8	8	48	-	
Pittsfield (first men),	-	-	21.00	.50	.50	8	8	48	-	
Pittsfield (other men),	-	-	19.00	.50	.50	8	8	48	-	
Springfield (first men),	-	-	22.00	.50	2 T.	8	8	48	-	
Springfield (other men),	-	-	18.00	.50	2 T.	8	8	48	-	
Worcester (first men),	-	-	22.00	.50	2 T.	8	8	48	-	
Worcester (other men),	-	-	19.00	.50	2 T.	8	8	48	-	
Chauffeurs.										
Boston (heavy trucks),	-	-	20.50	.50	1, 2.50	9	9	54	-	
Boston (light trucks),	-	-	18.50	.50	1, 2.50	9	9	54	-	
Fall River,	-	-	17.00	.50	1.50	9	9	54	-	
Fall River (helpers),	-	-	15.00	.50	1.50	9	9	54	-	
Holyoke,	-	-	20.00	.50	2 T.	8	8	48	-	
Lawrence,	-	-	20.00	.50	.50	8	8	48	-	
Springfield,	-	-	20.00	.50	2 T.	8	8	48	-	
Coopers.										
Boston (bench men),	-	\$4.00	-	1½ T.	2 T.	8	8	48	3	
Boston (first men),	-	4.00	-	1½ T.	2 T.	8	8	48	3	
Holyoke (first men),	-	-	20.50	.50	2 T.	8	8	48	-	
Pittsfield (first men),	-	-	20.00	.50	.50	8	8	48	-	
Springfield (first men),	-	-	20.50	.50	2 T.	8	8	48	-	
Worcester (first men),	-	-	27.00	1½ T.	2 T.	8	8	48	-	
Worcester (other men),	-	-	24.00	1½ T.	2 T.	8	8	48	-	
Drivers.										
Boston (depot),	-	-	18.50	.50	1, 2.50	9	9	54	-	
Boston (route),	-	-	19.50	.50	1, 2.50	9	9	54	-	
Holyoke (route),	-	-	20.00	.50	2 T.	8	8	48	-	
Lawrence (depot),	-	-	17.00	.50	.50	8	8	48	-	

¹ On legal holidays and election days, regular rate for full day.

² Regular work on Sunday, \$3.50 a day.

TABLE 3. FOOD, LIQUORS, AND TOBACCO — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sun- days and Holi- days (Hour)	Mon- day to Fri- day	Sat- urday		
Brewery Workmen — Con.									
<i>Drivers — Con.</i>									
Lawrence (route),	-	-	\$18.00	\$0.50	\$0.50	8	8	48	-
Springfield (depot),	-	-	17.00	.50	2 T.	8	8	48	-
Springfield (route),	-	-	20.00	.50	2 T.	8	8	48	-
Worcester,	-	-	20.00	.50	2 T.	18 9	18 9	148 54	-
<i>Drivers' Helpers.</i>									
Boston (single or double),	-	-	16.50	.50	2, 3.50	9	9	54	-
Holyoke (double),	-	-	17.00	.50	2 T.	8	8	48	-
Lawrence (double),	-	-	16.09	.50	.50	8	8	48	-
New Bedford,	-	-	16.50	.50	.50	9	9	54	-
Springfield,	-	-	17.00	.50	2 T.	8	8	48	-
Worcester,	-	-	18.00	.50	2 T.	18 9	18 9	148 54	-
<i>Engineers.</i>									
Boston (assistant),	-	-	28.00	1½ T.	1½ T.	8	8	48	-
Boston (chief),	-	-	35.00	1½ T.	1½ T.	8	8	48	-
Holyoke,	-	-	23.50	.50	Reg.	8	8	56	-
Lawrence,	-	-	24.00	.50	Reg.	8	8	56	-
Lawrence (assistant),	-	-	22.00	.50	Reg.	8	8	56	-
New Bedford (assistant),	-	-	22.50	-	Reg.	8	8	56	-
Pittsfield,	-	-	21.00	.50	Reg.	8	8	56	-
Worcester,	-	-	24.50	2 T.	2 T.	8	8	48	-
Worcester (chief), ¹	-	-	32.66	2 T.	2 T.	8	8	48	-
<i>Fermenting Room Men.</i>									
Boston (first men),	-	-	20.00	.50	3.50	8	8	48	-
Boston (other men),	-	-	18.00	.50	3.50	8	8	48	-
Fall River (first men),	-	-	19.00	.50	3.50	8	8	48	-
Fall River (other men),	-	-	17.00	.50	3.50	8	8	48	-
Holyoke (first men),	-	-	20.00	.50	2 T.	8	8	48	-
Holyoke (other men),	-	-	18.00	.50	2 T.	8	8	48	-
Lawrence (first men),	-	-	20.00	.50	.50	8	8	48	-
Lawrence (other men),	-	-	18.00	.50	.50	8	8	48	-
Lowell (first men),	-	-	21.00	.50	3.50	8	8	48	-
Lowell (other men),	-	-	19.00	.50	3.50	8	8	48	-
New Bedford (first men),	-	-	19.00	.50	.50	8	8	48	-
New Bedford (other men),	-	-	18.00	.50	.50	8	8	48	-
Pittsfield (first men),	-	-	20.00	.50	.50	8	8	48	-
Pittsfield (other men),	-	-	19.00	.50	.50	8	8	48	-
Springfield (first men),	-	-	20.00	.50	2 T.	8	8	48	-
Springfield (other men),	-	-	18.00	.50	2 T.	8	8	48	-
Worcester (first men),	-	-	20.00	.50	2 T.	8	8	48	-
Worcester (other men),	-	-	19.00	.50	2 T.	8	8	48	-
<i>Firemen.</i>									
Boston,	-	-	20.02	-	-	8	8	48	-
Fall River,	-	-	17.50	.50	Reg.	8	8	56	-
Holyoke,	-	-	20.50	.50	Reg.	8	8	56	-
Lawrence,	-	-	19.00	.50	Reg.	8	8	56	-
Lowell,	-	-	21.00	2 T.	2 T.	8	8	48	-
Lowell (helpers),	-	-	17.00	2 T.	2 T.	8	8	48	-
Lowell (oilers),	-	-	19.25	2 T.	2 T.	8	8	48	-
New Bedford,	-	-	19.50	-	Reg.	8	8	56	-
Pittsfield,	-	-	16.00	.50	Reg.	8	8	56	-
<i>Floormen.</i>									
Lowell,	-	-	14.50	.40	.40	8	8	48	-
<i>General Workmen.</i>									
Boston (inside men, un- classified),	-	-	18.00	.50	3.50	8	8	48	-
Holyoke,	-	-	17.00	.50	2 T.	8	8	48	-

¹ Nine hours daily for 8 months, and 8 hours daily for 4 months.² Regular work on Sunday, \$3.50 a day.³ On legal holidays and election days, regular rate for full day.

TABLE 3. FOOD, LIQUORS, AND TOBACCO — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Brewery Workmen — Con.									
<i>Racking Room Men.</i>									
Worcester (first men), . . .	-	-	\$20.00	\$0.50	2 T.	8	8	48	-
Worcester (other men), . . .	-	-	19.00	.50	2 T.	8	8	48	-
<i>Stablemen.</i>									
Boston (first men), . . .	-	-	18.50	.50	1,2 \$0.50	9	9	54	-
Boston (other men), . . .	-	-	17.00	.50	1,2 .50	9	9	54	-
Holyoke (first men), . . .	-	-	19.00	.50	Reg.	8	8	56	-
Lawrence (first men), . . .	-	-	17.00	.50	.50	8	8	52	-
Worcester (first men), . . .	-	-	20.00	.50	2 T.	8	8	48	-
Worcester (other men), . . .	-	-	18.00	.50	2 T.	8	8	48	-
<i>Washhouse Men.</i>									
Boston (first men), . . .	-	-	20.00	.50	1.50	8	8	48	-
Boston (other men), . . .	-	-	18.00	.50	1.50	8	8	48	-
Fall River (first men), . . .	-	-	19.00	.50	1.50	8	8	48	-
Fall River (other men), . . .	-	-	16.00	.50	1.50	8	8	48	-
Holyoke (first men), . . .	-	-	20.00	.50	2 T.	8	8	48	-
Holyoke (other men), . . .	-	-	18.00	.50	2 T.	8	8	48	-
Lawrence (first men), . . .	-	-	19.00	.50	.50	8	8	48	-
Lawrence (other men), . . .	-	-	17.00	.50	.50	8	8	48	-
Lowell (first men), . . .	-	-	21.00	.50	1.50	8	8	48	-
Lowell (other men), . . .	-	-	18.00	.50	1.50	8	8	48	-
New Bedford (first men), . . .	-	-	19.50	.50	.50	8	8	48	-
New Bedford (other men), . . .	-	-	18.00	.50	.50	8	8	48	-
Pittsfield (first men), . . .	-	-	20.00	.50	.50	8	8	48	-
Pittsfield (other men), . . .	-	-	19.00	.50	.50	8	8	48	-
Worcester (first men), . . .	-	-	20.00	.50	2 T.	8	8	48	-
Worcester (other men), . . .	-	-	19.00	.50	2 T.	8	8	48	-
<i>Watchmen.</i>									
Boston (brewery), . . .	-	-	18.00	.50	1.50	8	8	48	-
Boston (stable), . . .	-	-	18.00	.50	1.50	9	9	54	-
Fall River, . . .	-	-	16.00	.50	Reg.	12	12	84	-
Lawrence, . . .	-	-	17.00	.50	Reg.	12	12	84	-
Lowell, . . .	-	-	21.00	.50	Reg.	4	4	4	-
Pittsfield, . . .	-	-	17.00	.50	Reg.	8	8	56	-
Meat Cutters and Butcher Workmen.									
Cambridge:									
Fresh meat department boys, . . .	-	-	10.00	-	-	10	10	60	-
Gate-men, . . .	-	-	8.00	-	-	10	10	60	-
General employees, . . .	-	-	10.00	-	-	10	10	60	-
Sausage makers, . . .	-	-	13.00	1½ T.	2 T.	9	9	54	-
Tobacco Strippers.									
Boston:									
All-around strippers, . . .	-	-	7.00	7-	2 T.	8	5	45	12
All-around strippers and bookers, . . .	-	-	8.00	7-	2 T.	8	5	45	12
Binder strippers, . . .	-	-	7.00	7-	2 T.	8	5	45	12
Binder strippers (machine), . . .	-	-	9.00	7-	2 T.	8	5	45	12
Wrapper bookers, . . .	-	-	9.00	7-	2 T.	8	5	45	12
Wrapper bookers and strippers, . . .	-	-	8.00	7-	2 T.	8	5	45	12
Wrapper strippers, . . .	-	-	7.00	7-	2 T.	8	5	45	12
Wrapper strippers (machine), . . .	-	-	10.00	7-	2 T.	8	5	45	12

¹ On legal holidays and election days, regular rate for full day.² Regular work on Sunday, \$3.50 a day.³ Six and one-half days.⁴ Seven nights.⁵ Seven nights, one night off each month.⁶ Guaranteed not less than 45 hours.⁷ Double time, Saturday afternoons.

TABLE 3. FOOD, LIQUORS, AND TOBACCO — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sun-days and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday		
Tobacco Strippers — Con.									
Springfield:									
All-around strippers and bookers,	-	-	\$8.00	-	2 T.	8½	5½	48	12
Binder strippers,	-	-	7.00	-	2 T.	8½	5½	48	12
Booking and stripping fill-ers,	-	-	8.00	-	2 T.	8½	5½	48	12
Branders and stampers, . .	-	-	8.00	-	2 T.	8½	5½	48	12
Machine workers,	-	-	9.00	-	2 T.	8½	5½	48	12
Selectors,	-	-	8.00	-	2 T.	8½	5½	48	12
Wrapper bookers,	-	-	9.00	-	2 T.	8½	5½	48	12
Wrapper bookers and strip-pers,	-	-	8.00	-	2 T.	8½	5½	48	12
Wrapper strippers,	-	-	7.00	-	2 T.	8½	5½	48	12

TABLE 4. GARMENT TRADES.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME ¹		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sun- days and Holi- days (Hour)	Mon- day to Fri- day	Sat- urday			
Garment Workers.										
<i>Clothing Cutters and Trimmers.</i>										
Boston:										
Cutters,	-	-	\$24.00	1½ T.	2 -	9	3 5	3 50	3 12	
Liners,	-	-	18.00	\$0.50	-	9	5	50	12	
Trimmers (Union A),	-	-	18.00	1½ T.	2 -	9	3 5	3 50	3 12	
Trimmers (Union B),	-	-	18.00	-	-	8½	5	47½	12	
Trimmers (Union C),	-	-	15.00	.50	-	9	5	50	12	
<i>Cloak and Skirt Makers.</i>										
Boston (sample coats),	-	\$4.00	24.00	1½ T.	-	9	5	50	12	
Boston (sample skirts),	-	-	22.00	1½ T.	-	9	5	50	12	
<i>Overall Workers.</i>										
Boston (cutters),	-	-	18.00	1½ T.	2 T.	8	4	44	12	
Boston (examiners),	-	-	8.00	1½ T.	2 T.	8	4	44	12	
<i>Pants Cutters.</i>										
Worcester,	-	-	25.00	-	-	10½	6	58½	12	
<i>Tailors.</i>										
Boston:										
Apprentices (ladies' ap- parel),	-	-	15.00	2 T.	2 T.	8	8	48	-	
Dressmakers,	-	-	22.00	2 T.	2 T.	8	8	48	-	
Tailors (ladies' coats),	-	-	22.00	2 T.	2 T.	8	8	48	-	
Holyoke (bushelmen and coat makers),	\$0.25	2.50	15.00	.30	-	10	10	60	-	
Northampton (first class bushelmen),	-	-	18.00	.30	Reg.	10	10	60	-	
Northampton (second class bushelmen),	-	-	14.00	.30	Reg.	10	10	60	-	
Pittsfield (bushelmen),	-	-	16.00	.35	-	10	10	60	-	

¹ For explanation of symbols, see note 1 on page 8.² No work on Sunday; time and one-half for holidays.³ For 3 months, 4 hours on Saturday, or 49 hours a week.

TABLE 5. METALS AND MACHINERY.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME ¹		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Blacksmiths and Helpers.									
Brockton,	-	-	\$19.00	-	-	8	5	45	12
Brockton (helpers), . . .	-	-	16.00	-	-	8	5	45	12
Shelburne (cutlery workers),	\$0.28	-	-	Reg.	Reg.	9	9	54	-
Chandelier Makers.									
Boston:									
Dippers,	-	\$2.75	-	1½ T.	1½ T.	9	5	50	12
Lacquers (plain), . . .	-	2.50	-	1½ T.	1½ T.	9	5	50	12
Lacquers and bronzers (color experts), . . .	-	3.00	-	1½ T.	1½ T.	9	5	50	12
Lathe hands,	-	3.00	-	1½ T.	1½ T.	9	5	50	12
Metal spinners,	-	3.50	-	1½ T.	1½ T.	9	5	50	12
Vise hands (plain filers), .	-	2.50	-	1½ T.	1½ T.	9	5	50	12
Vise hands (tube benders),	-	3.25	-	1½ T.	1½ T.	9	5	50	12
Coppersmiths.									
Boston, . . . . .	.47½ ₁₂	-	22.60	2 T.	2 T.	8½ ₃	4½ ₃	48	12
Cutting Die and Cutter Makers.									
Brockton,	-	-	10.00	1½ T.	2 -	8½ ₃	3 4½ ₃	48	12
Haverhill,	-	-	10.00	1½ T.	2 -	8½ ₃	3 5	48	12
Lynn,	-	-	10.00	1½ T.	2 -	8½ ₃	3 4½ ₃	48	12
Worcester,	-	-	10.00	1½ T.	2 -	8½ ₃	3 4½ ₃	48	12
Die Sinkers and Trimmer Makers.									
Springfield (die sinkers), . .	-	4.00	24.00	1½ T.	2 T.	9	5 9	54	5 3
Springfield (trimmer makers),	-	3.50	21.00	1½ T.	2 T.	9	5 9	54	5 3
Electrical Workers.									
Boston (first class), . . .	.40	3.40	18.60	1½ T.	2 T.	8½ ₂	4	46½ ₂	12
Lynn, . . . . .	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Horseshoers.									
Boston (firemen and floor-men),	-	3.50	21.00	\$0.50	5 \$0.50	9	7 8	7 53	7 6
Springfield (firemen), . . .	-	-	21.00	.50	.50	9	7 8	7 53	7 6
Springfield (floormen), . . .	-	-	18.00	.50	.50	9	7 8	7 53	7 6
Worcester (firemen), . . .	-	3.50	-	.60	.60	9	5	50	12
Worcester (floormen), . . .	-	3.25	-	.60	.60	9	5	50	12
Machinists.									
<i>Assemblers.</i>									
Springfield, . . . . .	.30	-	-	1¼ T.	2 T.	9	8 9	8 54	8 3
<i>Filers.</i>									
Springfield, . . . . .	.27½ ₂	-	-	1¼ T.	2 T.	9	8 9	8 54	8 3
Springfield (finish), . . .	.40	-	-	1¼ T.	2 T.	9	8 9	8 54	8 3

¹ For explanation of symbols, see note 1 on page 8.² No work on Labor Day; double pay on other holidays and Sundays.³ Not permitted to work over 5 hours on Saturday nor more than 48 hours a week; schedules arranged according to needs of particular shop.⁴ On Monday 9 hours.⁵ Work 5 hours on Saturday during 3 months.⁶ One-half day's pay for more than 2 hours of consecutive work on fastening.⁷ Work 5 hours on Saturday during 6 months.⁸ During 3 months 5 hours on Saturday, 50 hours a week.

TABLE 5. METALS AND MACHINERY — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Machinists — Con.									
<i>Turners.</i>									
Lynn,	—	—	\$16.20	1 —	Reg.	² 10	5	54	12
New Bedford,	—	—	³ 13.50	4 —	4 —	9 ³ / ₄	5 ¹ / ₄	54	12
Metal Polishers, Buffers, and Platers.									
<i>Apprentices.</i>									
Athol (second year),	—	—	13.50	1 ¹ / ₂ T.	1 ¹ / ₂ T.	9	5	50	12
Athol (third year),	—	—	15.00	1 ¹ / ₂ T.	1 ¹ / ₂ T.	9	5	50	12
Springfield,	\$9.22 ¹ / ₂	—	12.15	1 ¹ / ₂ T.	2 T.	⁵ / ₉ 9	⁵ / ₉ 9	54	⁵ / ₃
Worcester, . . . . .	.20	\$2.00	11.00	—	—	10	5	55	12
<i>Brass Finishers.</i>									
Springfield, . . . . .	.33 ¹ / ₃	3.00	18.00	1 ¹ / ₂ T.	2 T.	⁵ / ₉ 9	⁵ / ₉ 9	54	⁵ / ₃
<i>Buffers.</i>									
Athol,	—	—	18.25	1 ¹ / ₂ T.	1 ¹ / ₂ T.	9	5	50	12
Boston,	—	—	19.50	1 ¹ / ₂ T.	2 T.	9	5	50	12
Springfield, . . . . .	.33 ¹ / ₃	3.00	18.00	1 ¹ / ₂ T.	2 T.	⁵ / ₉ 9	⁵ / ₉ 9	54	⁵ / ₃
Taunton, . . . . .	.31 ² / ₃	2.85	17.10	—	—	9	9	54	—
Worcester, . . . . .	.30	3.00	16.50	—	—	10	5	55	12
<i>Platers.</i>									
Boston,	—	—	21.00	1 ¹ / ₂ T.	2 T.	9	5	50	12
Taunton,	—	3.50	21.00	—	—	9	9	54	—
<i>Polishers.</i>									
Ashburnham, ⁶	—	—	15.00	1 ¹ / ₂ T.	—	8 ³ / ₄	4 ³ / ₄	48 ¹ / ₂	12
Athol,	—	—	18.00	1 ¹ / ₂ T.	1 ¹ / ₂ T.	9	5	50	12
Boston,	—	—	19.50	1 ¹ / ₂ T.	2 T.	9	5	50	12
Montague, . . . . .	.33 ¹ / ₃	3.00	18.00	—	—	9	9	54	—
Springfield, . . . . .	.33 ¹ / ₃	3.00	18.00	1 ¹ / ₂ T.	2 T.	⁵ / ₉ 9	⁵ / ₉ 9	54	⁵ / ₃
Taunton, . . . . .	.41 ¹ / ₆	3.70	22.20	—	—	9	9	54	—
Worcester, . . . . .	.30	3.00	16.50	—	—	10	5	55	12
Molders.									
<i>Brass Molders.</i>									
Boston,	—	3.50	—	1 ¹ / ₂ T.	2 T.	9	9	54	—
Fall River,	—	3.00	—	—	—	9	9	54	—
Lawrence,	—	3.25	19.50	1 ¹ / ₂ T.	2 T.	9 ¹ / ₂	6 ¹ / ₂	54	12
Lowell,	—	3.00	18.00	1 ¹ / ₂ T.	2 T.	9	9	54	—
Newburyport,	—	—	21.00	—	—	9 ¹ / ₂	6 ¹ / ₂	54	12
Orange,	—	2.75	—	—	—	9	9	54	—
Springfield,	—	3.25	19.50	1 ¹ / ₂ T.	2 T.	9	9	54	4
<i>Chippers.</i>									
Boston,	—	2.50	—	1 ¹ / ₂ T.	2 T.	9	9	54	—
<i>Coremakers.</i>									
Boston (brass),	—	3.50	—	1 ¹ / ₂ T.	2 T.	9	9	54	—
Boston (iron),	—	3.50	—	1 ¹ / ₂ T.	2 T.	9	9	54	—
Chicopee,	—	3.25	—	1 ¹ / ₂ T.	2 T.	9	9	54	—
Fall River,	—	3.00	—	—	—	9	9	54	—
Fitchburg,	—	3.00	18.00	Reg.	Reg.	9	9	54	—
Franklin,	—	3.00	18.00	1 ¹ / ₂ T.	2 T.	9	9	54	—
Holyoke,	—	3.25	19.50	1 ¹ / ₂ T.	2 T.	9	9	54	—
Lawrence,	—	—	18.00	1 ¹ / ₂ T.	2 T.	9 ¹ / ₂	6 ¹ / ₂	54	12

¹ On Saturday afternoon, time and one-half; other overtime, regular rate.² One day, 9 hours.³ No members receive less than \$14, although \$13.50 is the established minimum.⁴ Time and one-fourth and time and one-half.⁵ During 3 months, 5 hours on Saturday, time made up by working 10 hours on 4 days.⁶ Buffers, steel workers, etc., receive same rate when working on these branches.

TABLE 5. METALS AND MACHINERY—CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday		
Molders — Con.									
<i>Coremakers — Con.</i>									
Lowell,	-	\$3.00	\$18.00	1½ T.	2 T.	9	9	54	-
Newburyport,	-	-	18.00	-	-	9½	6½	54	12
North Adams (iron),	-	2.75	-	-	-	-	-	54	-
Northampton (iron),	-	2.75	16.50	1½ T.	1½ T.	9	9	54	-
Orange (iron),	-	2.75	-	-	-	9	9	54	-
Plymouth (iron),	-	2.75	16.50	1½ T.	2 T.	9	9	54	-
Springfield (brass),	-	3.25	19.50	1½ T.	2 T.	9	9	54	4
Springfield (iron),	-	3.25	-	1½ T.	2 T.	9	9	54	-
Taunton (iron),	-	3.00	-	1½ T.	2 T.	9	9	54	-
Waltham,	-	3.25	19.50	1½ T.	2 T.	9	9	54	-
Westfield,	-	3.25	-	1½ T.	2 T.	10	10	60	13
Worcester (iron),	-	3.25	19.50	1½ T.	2 T.	9	9	54	-
<i>Flask Carriers.</i>									
Boston,	-	-	14.00	1½ T.	2 T.	9	9	54	-
<i>Iron Molders.</i>									
Boston (bench, floor, and machine),	-	3.50	-	1½ T.	2 T.	9	9	54	-
Chicopee,	-	3.25	-	1½ T.	2 T.	9	9	54	-
Fall River,	-	3.00	-	-	-	9	9	54	-
Fitchburg,	-	3.00	18.00	Reg.	Reg.	9	9	54	-
Franklin,	-	3.00	18.00	1½ T.	2 T.	9	9	54	-
Holyoke,	-	3.25	19.50	1½ T.	2 T.	9	9	54	-
Lawrence,	-	3.25	19.50	1½ T.	2 T.	9½	6½	54	12
Lowell,	-	3.00	18.00	1½ T.	2 T.	9	9	54	-
Newburyport,	-	-	19.50	-	-	9½	6½	54	12
North Adams,	-	3.00	-	-	-	-	-	54	-
Northampton,	-	3.00	18.00	1½ T.	1½ T.	9	9	54	-
Orange,	-	2.75	-	-	-	9	9	54	-
Springfield,	-	3.25	-	1½ T.	2 T.	9	9	54	-
Taunton,	-	3.42	-	1½ T.	2 T.	9	9	54	-
Waltham,	-	3.25	19.50	1½ T.	2 T.	9	9	54	-
Westfield,	-	3.25	-	1½ T.	2 T.	10	10	60	13
Worcester,	-	3.25	19.50	1½ T.	2 T.	9	9	54	-
<i>Melters.</i>									
Boston,	-	3.50	-	1½ T.	2 T.	9	9	54	-
<i>Molders' Helpers.</i>									
Boston,	-	-	14.00	1½ T.	2 T.	9	9	54	-
Fall River,	-	1.75	-	-	-	9	9	54	-
<i>Molding Machine Operators.</i>									
Fall River,	-	3.00	-	-	-	9	9	54	-
North Adams,	-	2.25	-	-	-	-	-	54	-
Taunton,	-	3.42	-	1½ T.	2 T.	9	9	54	-
<i>Snaggers.</i>									
Fall River,	-	1.50	-	-	-	9	9	54	-
Newburyport,	-	-	12.00	-	-	9½	6½	54	12
Stove Mounters and Range Workers.									
Watertown (general repair men),	-	2.50	15.00	-	-	9	9	54	-

¹ For 3 summer months, alternate Saturdays off, for entire 10 hours, equivalent to half-holiday each week for these months.

TABLE 6. PAPER AND PULP MANUFACTURING.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME ¹		DAY		Week	Number of Months Weekly Half-holiday in Effect ⁴
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Paper Makers.									
<i>Backtenders.</i>									
Fitchburg,	\$0.25	\$2.00	\$12.00	1½ T.	2 T.	8	8	48	-
Hardwick, . . . . .	.23¾	1.90	11.40	Reg.	2 T.	8	8	48	-
Lee,	-	1.60	-	-	-	8	8	48	-
Montague (large machines), .	.35	-	-	1½ T.	1½ T.	8	8	48	-
Montague (small machines), .	.31	-	-	1½ T.	1½ T.	8	8	48	-
West Springfield,	-	1.75	10.50	Reg.	-	8	8	48	-
<i>Beatermen.</i>									
Fitchburg, . . . . .	.27¾	2.22	13.32	1½ T.	2 T.	8	8	48	-
Hardwick, . . . . .	.28½	2.25	13.50	Reg.	2 T.	8	8	48	-
Lee,	-	2.50	-	-	-	8	8	48	-
Montague, . . . . .	.32	-	-	1½ T.	1½ T.	8	8	48	-
West Springfield, . . . . .	.40½	3.25	19.50	Reg.	-	8	8	48	-
<i>Beatermen's Helpers.</i>									
Fitchburg, . . . . .	.24	1.90	11.40	1½ T.	2 T.	8	8	48	-
Hardwick, . . . . .	.20½	1.65	9.90	Reg.	2 T.	8	8	48	-
Lee,	-	1.50	-	-	-	8	8	48	-
West Springfield,	-	1.75	10.50	Reg.	-	8	8	48	-
<i>Calendermen.</i>									
Fitchburg, . . . . .	.28½	2.25	13.50	1½ T.	2 T.	8	8	48	-
Hardwick,	-	2.00	12.00	Reg.	Reg.	8	8	48	-
Lee,	-	1.50	-	-	-	8	8	48	-
<i>Calendermen's Helpers.</i>									
Hardwick,	-	1.65	9.90	Reg.	Reg.	8	8	48	-
<i>Counters.</i>									
Fitchburg,	-	2.20	13.20	1½ T.	2 T.	9	9	54	-
Hardwick, . . . . .	.15	1.35	8.10	-	-	9	9	54	-
Lee,	-	1.00	-	-	-	9	9	54	-
<i>Cutters, Paper.</i>									
Hardwick (men in charge), .	-	1.90	11.40	1½ T.	1½ T.	8	8	48	-
Lee,	-	1.50	-	-	-	8	8	48	-
<i>Cutter Girls.</i>									
Hardwick, . . . . .	.13½	1.20	7.20	-	-	9	9	54	-
<i>Cutters' Helpers.</i>									
Hardwick,	-	1.65	9.90	1½ T.	1½ T.	8	8	48	-
<i>Finishers.</i>									
Fitchburg,	-	2.60	15.60	1½ T.	2 T.	9	9	54	-
Hardwick, . . . . .	.22¾	2.00	12.00	1½ T.	1½ T.	9	9	54	-
Lee,	-	2.00	-	-	-	9	9	54	-
<i>Fourth Hands.</i>									
Montague (large machines), .	.24	-	-	1½ T.	1½ T.	8	8	48	-
<i>Loftmen.</i>									
Holyoke,	-	-	12.00	1½ T.	-	9	9	54	-
<i>Machine Tenders.</i>									
Fitchburg, . . . . .	.42¾	3.41	20.46	1½ T.	2 T.	8	8	48	-
Hardwick, . . . . .	.37½	3.00	18.00	Reg.	2 T.	8	8	48	-
Lee,	-	3.00	-	-	-	8	8	48	-
Montague (large machines), .	.50	-	-	1½ T.	1½ T.	8	8	48	-
Montague (small machines), .	.47	-	-	1½ T.	1½ T.	8	8	48	-
West Springfield, . . . . .	.40½	3.25	19.50	Reg.	-	8	8	48	-

¹ For explanation of symbols, see note 1 on page 8.

TABLE 6. PAPER AND PULP MANUFACTURING — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sun-days and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday		
Paper Makers — Con.									
<i>Packers.</i>									
Fitchburg,	-	\$2.10	\$12.60	1½ T.	2 T.	9	9	54	-
<i>Sealers.</i>									
Lee,	-	1.00	-	-	-	8	8	48	-
<i>Second Hands.</i>									
Fitchburg,	\$0.22	1.75	10.50	1½ T.	2 T.	8	8	48	-
<i>Size Makers.</i>									
West Springfield,	-	2.50	15.00	Reg.	-	8	8	48	-
<i>Sorters, Paper (Men).</i>									
Hardwick, . . . . .	.18½	1.65	9.90	1½ T.	1½ T.	9	9	54	-
<i>Sorters, Paper (Girls).</i>									
Hardwick, . . . . .	.11½	1.00	6.00	-	-	9	9	54	-
<i>Third Hands.</i>									
Fitchburg, . . . . .	.20⅝	1.65	9.90	1½ T.	2 T.	8	8	48	-
Hardwick, . . . . .	.20⅝	1.65	9.90	Reg.	2 T.	8	8	48	-
Lee,	-	1.50	-	-	-	8	8	48	-
Montague (large machines), .	.25	-	-	1½ T.	1½ T.	8	8	48	-
Montague (small machines), .	.24	-	-	1½ T.	1½ T.	8	8	48	-
<i>Washermen.</i>									
Fitchburg, . . . . .	.12½	1.00	6.00	1½ T.	2 T.	8	8	48	-
Hardwick (men in charge), .	.23¾	1.90	11.40	Reg.	2 T.	8	8	48	-
<i>Washermen's Helpers.</i>									
Hardwick, . . . . .	.20⅝	1.65	9.90	Reg.	2 T.	8	8	48	-
Pulp, Sulphite, and Paper Mill Workers.									
Northampton:									
Acid makers,	-	2.20	13.20	1½ T.	1½ T.	8	8	48	-
Barkers,	-	1.60	9.60	1½ T.	1½ T.	9	9	54	-
Blow pit men,	-	1.85	11.10	1½ T.	1½ T.	8	8	48	-
Chipper men,	-	1.60	9.60	1½ T.	1½ T.	9	9	54	-
Coal handlers,	-	1.60	9.60	1½ T.	1½ T.	9	9	54	-
Cooks,	-	2.70	16.20	1½ T.	1½ T.	8	8	48	-
Cooks' helpers,	-	1.70	10.20	1½ T.	1½ T.	8	8	48	-
Lime mixers,	-	1.70	10.20	1½ T.	1½ T.	8	8	48	-
Oilers,	-	2.00	12.00	1½ T.	1½ T.	9	9	54	-
Pressmen, head,	-	2.20	13.20	1½ T.	1½ T.	8	8	48	-
Pressmen,	-	1.85	11.10	1½ T.	1½ T.	8	8	48	-
Screen men,	-	1.90	11.40	1½ T.	1½ T.	8	8	48	-
Splitter men,	-	1.60	9.60	1½ T.	1½ T.	9	9	54	-
Steamfitters (assistant), .	-	2.50	15.00	1½ T.	1½ T.	9	9	54	-
Steamfitters (foremen), .	-	3.00	18.00	1½ T.	1½ T.	9	9	54	-
Steamfitters' helpers, .	-	1.60	9.60	1½ T.	1½ T.	9	9	54	-
Teamsters,	-	1.85	11.10	1½ T.	1½ T.	9	9	54	-
Weighers,	-	1.85	11.10	1½ T.	1½ T.	8	8	48	-
Wood loaders,	-	1.60	9.60	1½ T.	1½ T.	9	9	54	-
Wood room foremen, . . .	-	3.00	18.00	1½ T.	1½ T.	9	9	54	-
Yardmen,	-	1.60	9.60	1½ T.	1½ T.	9	9	54	-

TABLE 7. PRINTING AND ALLIED TRADES.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME ¹		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Bookbinders.									
<i>Backing Machine Operators.</i>									
Norwood,	-	-	\$21.00	-	-	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	12
<i>Banders.²</i>									
Boston (head banders and liners, men),	-	-	21.00	1 $\frac{1}{2}$ T.	2 T.	8 $\frac{3}{4}$	4 $\frac{1}{4}$	48	12
Boston (head banders, women),	\$0.19	-	9.12	1 $\frac{1}{2}$ T.	2 T.	8 $\frac{3}{4}$	4 $\frac{1}{4}$	48	12
Cambridge (head banders and liners, men),	-	-	21.00	1 $\frac{1}{2}$ T.	2 T.	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	12
<i>Board Cutters.</i>									
Boston,	-	-	18.00	1 $\frac{1}{2}$ T.	2 T.	8 $\frac{3}{4}$	4 $\frac{1}{4}$	48	12
Cambridge,	-	-	18.00	1 $\frac{1}{2}$ T.	2 T.	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	12
Norwood,	-	-	18.00	-	-	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	12
<i>Book Lining Machine Operators.</i>									
Norwood,	-	-	19.00	-	-	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	12
<i>Book Pastors.</i>									
Cambridge,	-	-	18.00	1 $\frac{1}{2}$ T.	2 T.	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	12
Norwood,	-	-	18.00	-	-	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	12
<i>Book Repairers.</i>									
Boston,	-	-	21.00	1 $\frac{1}{2}$ T.	2 T.	8 $\frac{3}{4}$	4 $\frac{1}{4}$	48	12
Cambridge,	-	-	20.00	1 $\frac{1}{2}$ T.	2 T.	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	12
Norwood,	-	-	18.00	-	-	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	12
<i>Book Trimmers.</i>									
Boston,	-	-	22.00	1 $\frac{1}{2}$ T.	2 T.	8 $\frac{3}{4}$	4 $\frac{1}{4}$	48	12
Cambridge,	-	-	22.00	1 $\frac{1}{2}$ T.	2 T.	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	12
<i>Bundle Machine Operators.</i>									
Cambridge (men in charge),	-	-	19.00	1 $\frac{1}{2}$ T.	2 T.	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	12
Norwood,	-	-	18.00	-	-	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	12
<i>Casers-in, Hand.</i>									
Boston,	-	-	21.00	1 $\frac{1}{2}$ T.	2 T.	8 $\frac{3}{4}$	4 $\frac{1}{4}$	48	12
Norwood,	-	-	20.00	-	-	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	12
<i>Casers-in, Machine.</i>									
Boston,	-	-	22.00	1 $\frac{1}{2}$ T.	2 T.	8 $\frac{3}{4}$	4 $\frac{1}{4}$	48	12
Cambridge,	-	-	22.00	1 $\frac{1}{2}$ T.	2 T.	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	12
Norwood,	-	-	21.00	-	-	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	12
<i>Casers-in (Not Stated).</i>									
Cambridge,	-	-	21.00	1 $\frac{1}{2}$ T.	2 T.	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	12
<i>Case or Cover Makers, Hand.</i>									
Boston (men),	-	-	21.00	1 $\frac{1}{2}$ T.	2 T.	8 $\frac{3}{4}$	4 $\frac{1}{4}$	48	12
Boston (women), . . . . .	.19	-	9.12	1 $\frac{1}{2}$ T.	2 T.	8 $\frac{3}{4}$	4 $\frac{1}{4}$	48	12
Cambridge (men),	-	-	21.00	1 $\frac{1}{2}$ T.	2 T.	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	12
Norwood,	-	-	20.00	-	-	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	12
<i>Case or Cover Makers, Machine</i>									
Boston,	-	-	22.00	1 $\frac{1}{2}$ T.	2 T.	8 $\frac{3}{4}$	4 $\frac{1}{4}$	48	12
Cambridge,	-	-	22.00	1 $\frac{1}{2}$ T.	2 T.	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	12
Norwood,	-	-	21.00	-	-	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	12
<i>Catalogue Workers.</i>									
Cambridge (women),	-	-	10.00	1 $\frac{1}{2}$ T.	2 T.	8 $\frac{2}{3}$	4 $\frac{2}{3}$	48	12

¹ For explanation of symbols, see note 1 on page 8.² Hand work; same work on machine is done by book lining machine operators.

TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Bookbinders — Con.									
<i>Corners and Siding-up Workers.</i>									
Cambridge (women), . . .	-	-	\$9.60	1½ T.	2 T.	8½	4½	48	12
<i>Cover Counters.</i>									
Cambridge (women), . . .	-	-	10.00	1½ T.	2 T.	8½	4½	48	12
<i>Cutting Machine Operators.</i>									
Norwood,	-	-	21.00	-	-	8½	4½	48	12
<i>Examiners, Bad Sheets.</i>									
Cambridge (women), . . .	-	-	10.00	1½ T.	2 T.	8½	4½	48	12
<i>Examiners, Books.</i>									
Cambridge (women), . . .	-	-	11.00	1½ T.	2 T.	8½	4½	48	12
<i>Finishers.</i>									
Boston,	-	-	24.00	1½ T.	2 T.	8¾	4¼	48	12
Cambridge,	-	-	21.00	1½ T.	2 T.	8½	4½	48	12
Cambridge (assistant), . .	-	-	18.00	1½ T.	2 T.	8½	4½	48	12
<i>Floormen.</i>									
Cambridge,	-	-	15.00	1½ T.	2 T.	8½	4½	48	12
<i>Folding Machine Operators.</i>									
Boston (men),	-	-	22.00	1½ T.	2 T.	8¾	4¼	48	12
Boston (women),	\$0.19	-	9.12	1½ T.	2 T.	8¾	4¼	48	12
Cambridge (men),	-	-	18.00	1½ T.	2 T.	8½	4½	48	12
Cambridge (assistant, men),	-	-	18.00	1½ T.	2 T.	8½	4½	48	12
Norwood,	-	-	21.00	-	-	8½	4½	48	12
<i>Forwarders.</i>									
Boston (blank book), . . .	-	-	20.00	1½ T.	2 T.	8¾	4¼	48	12
Boston (printed book), . .	-	-	22.00	1½ T.	2 T.	8¾	4¼	48	12
Boston (stock blank), . . .	-	-	18.00	1½ T.	2 T.	8¾	4¼	48	12
Cambridge,	-	-	24.00	1½ T.	2 T.	8½	4½	48	12
<i>Gathering Machine Operators.</i>									
Cambridge (head),	-	-	22.00	1½ T.	2 T.	8½	4½	48	12
Cambridge (assistant), . .	-	-	18.00	1½ T.	2 T.	8½	4½	48	12
Norwood,	-	-	21.00	-	-	8½	4½	48	12
<i>Gilders.</i>									
Boston (women), . . . . .	.19	-	9.12	1½ T.	2 T.	8¾	4¼	48	12
Cambridge (men),	-	-	24.00	1½ T.	2 T.	8½	4½	48	12
Norwood,	-	-	25.00	-	-	8½	4½	48	12
<i>Gluing-off Machine Operators.</i>									
Norwood,	-	-	20.00	-	-	8½	4½	48	12
<i>Gold Layers.</i>									
Cambridge (women), . . .	-	-	11.00	1½ T.	2 T.	8½	4½	48	12
<i>Head Girls.</i>									
Boston, . . . . .	.25	-	12.00	1½ T.	2 T.	8¾	4¼	48	12
<i>Label Pastors.</i>									
Cambridge (women), . . .	-	-	10.00	1½ T.	2 T.	8½	4½	48	12
<i>Leather Back Gluers.</i>									
Cambridge (women), . . .	-	-	12.00	1½ T.	2 T.	8½	4½	48	12
<i>Pagers and Numberers.</i>									
Boston (women), . . . . .	.19	-	9.12	1½ T.	2 T.	8¾	4¼	48	12
<i>Pamphlet Workers.</i>									
Cambridge (women), . . .	-	-	9.60	1½ T.	2 T.	8½	4½	48	12

TABLE 7. PRINTING AND ALLIED TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Bookbinders — Con.										
<i>Pressmen.¹</i>										
Boston,	-	-	\$18.00	1½ T.	2 T.	8¾	4¼	48	12	
Cambridge,	-	-	17.00	1½ T.	2 T.	8¾	4¾	48	12	
Norwood,	-	-	16.00	-	-	8¾	4¾	48	12	
<i>Rounders and Backers.²</i>										
Boston,	-	-	22.00	1½ T.	2 T.	8¾	4¼	48	12	
Cambridge,	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Sewers, Hand.</i>										
Boston (women),	\$0.19	-	9.12	1½ T.	2 T.	8¾	4¼	48	12	
<i>Sheet Stock Cutters.</i>										
Boston,	-	-	22.00	1½ T.	2 T.	8¾	4¼	48	12	
Cambridge,	-	-	20.00	1½ T.	2 T.	8¾	4¾	48	12	
Norwood,	-	-	20.00	-	-	8¾	4¾	48	12	
<i>Sheet Stock Handlers.</i>										
Boston,	-	-	18.00	1½ T.	2 T.	8¾	4¼	48	12	
Cambridge,	-	-	18.00	1½ T.	2 T.	8¾	4¾	48	12	
Norwood,	-	-	16.00	-	-	8¾	4¾	48	12	
<i>Smashers and Sawyers.</i>										
Boston,	-	-	19.00	1½ T.	2 T.	8¾	4¼	48	12	
Cambridge (smashers), . .	-	-	18.00	1½ T.	2 T.	8¾	4¾	48	12	
Norwood,	-	-	18.00	-	-	8¾	4¾	48	12	
<i>Stampers and Inkers.</i>										
Boston,	-	-	22.00	1½ T.	2 T.	8¾	4¼	48	12	
Cambridge,	-	-	22.00	1½ T.	2 T.	8¾	4¾	48	12	
Norwood,	-	-	21.00	-	-	8¾	4¾	48	12	
<i>Stock Cutters.</i>										
Cambridge,	-	-	21.00	1½ T.	2 T.	8¾	4¾	48	12	
Norwood,	-	-	20.00	-	-	8¾	4¾	48	12	
<i>Tape Sewing Machine Operators.</i>										
Boston (women), . . . .	.25	-	12.00	1½ T.	2 T.	8¾	4¼	48	12
Cambridge (men),	-	-	20.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Trimmer Operators.</i>										
Cambridge (continuous), .	-	-	23.00	1½ T.	2 T.	8¾	4¾	48	12	
Cambridge (assistant, continuous),	-	-	18.00	1½ T.	2 T.	8¾	4¾	48	12	
<i>Wire Stitchers.</i>										
Cambridge (women), . . .	-	-	10.00	1½ T.	2 T.	8¾	4¾	48	12	
Compositors.										
<i>Admen.³</i>										
Brocton (newspaper), ⁴ . .	-	\$3.75	22.50	-	2 T.	8	8	48	-	
Fall River,	-	-	20.00	1½ T.	2 T.	8	8	48	-	
Lynn (newspaper), ⁶	-	-	22.00	1½ T.	2 T.	7	6	41	-	
New Bedford, ⁷	-	-	21.00	-	-	8	8	48	-	

¹ Casers-in on presses and pressers are same as pressmen.² Hand work; same work on machine is done by backing machine operators.³ See also notes under Newspaper Compositors on page 47.⁴ Bankmen, make-ups, foremen, linotype machine operators and proof-readers receive same rate of wages and work same hours.⁵ Before midnight time and one-half; after midnight double time.⁶ Bankmen, make-ups, linotype and monotype operators (day), and proof-readers receive same rate of wages and work same hours.⁷ Bankmen and linotype machine operators receive same rate of wages and work same hours.

TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Compositors — Con.									
Admen — Con.									
Newburyport (newspaper), ¹	-	-	\$14.00	-	-	8	8	48	-
Springfield (newspaper, day), ²	-	-	20.00	3-	3-	8	8	48	-
Springfield (newspaper, night), ²	-	-	24.00	3-	3-	8	8	48	-
Worcester (newspaper, day), ⁴	-	-	22.50	5-	5-	8	8	48	-
Worcester (newspaper, night), ⁴	-	-	25.50	5-	5-	8	8	48	-
Apprentices. ⁶									
Boston (newspaper, day), . . .	⁷ \$0.42	-	-	-	-	7	7	42	-
Boston (newspaper, night), . .	⁷ .41 ² / ₃	-	-	-	-	7	7	42	-
Brockton (newspaper), . . .	-	⁷ \$2.50	⁷ 15.00	-	-	8	8	48	-
Lowell (book and job):									
Third year, . . .	-	-	7.00	2-	2 T.	9	3	48	12
Fourth year, . . .	-	-	12.00	2-	2 T.	9	3	48	12
Lowell (newspaper):									
Third year, day, . . .	-	-	7.00	1 ¹ / ₂ T.	2 T.	8	8	48	-
Third year, night, . . .	-	-	8.00	1 ¹ / ₂ T.	2 T.	8	8	48	-
Fourth year, day, . . .	-	-	12.00	1 ¹ / ₂ T.	2 T.	8	8	48	-
Fourth year, night, . . .	-	-	14.00	1 ¹ / ₂ T.	2 T.	8	8	48	-
Springfield (book and job):									
First six months, . . .	-	-	4.00	2-	2 T.	8 ³ / ₄	4 ¹ / ₄	48	12
Second six months, . . .	-	-	5.00	2-	2 T.	8 ³ / ₄	4 ¹ / ₄	48	12
Second year, . . .	-	1.00	-	2-	2 T.	8 ³ / ₄	4 ¹ / ₄	48	12
Third year, . . .	-	1.50	-	2-	2 T.	8 ³ / ₄	4 ¹ / ₄	48	12
Fourth year, . . .	-	-	13.33	2-	2 T.	8 ³ / ₄	4 ¹ / ₄	48	12
Springfield (newspapers):									
Last six months, day, . . .	-	-	13.33	-	-	8	8	48	-
Last six months, night, . . .	-	-	16.00	-	-	8	8	48	-
Worcester (newspapers, day or night):									
After two years, . . .	-	-	9.00	5-	5-	8	8	48	-
After two years, six months, . .	-	-	12.00	5-	5-	8	8	48	-
After three years, . . .	-	-	15.00	5-	5-	8	8	48	-
After three years, six months, . .	-	-	18.00	5-	5-	8	8	48	-
Bank Men. ⁹									
Book and Job Compositors.									
Boston (day), ¹⁰ . . .	.43 ³ / ₄	3.50	21.00	8-	2 T.	8	8	48	-
Boston (night), ¹⁰ . . .	-	-	25.36	11-	11-	-	-	42	-
Brockton (day), ¹⁰ . . .	.37 ¹ / ₂	3.00	18.00	8-	2 T.	12 8	12 8	48	12 4
Brockton (foremen, day), . . .	-	-	20.00	8-	2 T.	12 8	12 8	48	12 4

¹ Bankmen, foremen, machinists and make-ups receive same rate of wages and work same hours.² Bankmen, copy cutters, linotype and monotype operators, proof-readers and make-ups receive same rate of wages and work same hours.³ Regular rate plus 10 cents an hour, except for machine operators, who are paid time and one-half.⁴ Bankmen, foremen, machinists, copy cutters, make-ups, linotype machine operators and proof-readers receive same rate of wages and work same hours.⁵ Time and one-fourth, except double time on Sundays and Labor Day.⁶ See also notes under Newspaper Compositors on page 47.⁷ Scale during fourth year of service.⁸ Before midnight time and one-half; after midnight double time.⁹ See notes under Admen on page 43 and under Newspaper Compositors on page 47.¹⁰ Same rates of wages and same hours apply to all journeymen employed in composing room except linotype machine operators and machine tenders.¹¹ Time and one-half for over 9 hours in one night or over 42 hours a week.¹² During 4 months, half-holiday where time is made up; 8³/₄ hours on 5 days.

TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sun-days and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday		
Compositors — Con.									
Book and Job Compositors — Con.									
Fall River (day),	—	\$2.66	\$16.00	1½ T.	2 T.	8	8	48	—
Fall River (foremen, day), . .	\$0.37½	3.00	18.00	1½ T.	2 T.	8	8	48	—
Fitchburg (day),	—	—	17.00	1½ T.	1½ T.	1 9	4	48	12
Greenfield (day), ²	—	—	14.00	1½ T.	1½ T.	8	8	48	—
Holyoke (day), ^{3, 4}	—	—	18.00	1½ T.	2 T.	8½	3½	48	12
Lawrence (day),	—	—	17.00	1½ T.	2 T.	8	8	48	—
Leominster (day),	—	—	17.00	1½ T.	1½ T.	1 9	4	48	12
Lowell (day), ⁵	—	—	19.00	6 —	2 T.	9	3	48	12
Lowell (night), ⁵	—	—	22.00	1½ T.	2 T.	—	—	48	—
Lynn (day), . . . . .	.40	3.20	19.00	1½ T.	2 T.	8	8	48	—
Lynn (night),	—	—	21.00	1½ T.	2 T.	8	8	48	—
Marlborough (day),	—	—	14.00	1½ T.	2 T.	8	8	48	—
New Bedford,	—	—	18.00	—	—	8	8	48	—
Newburyport,	—	—	14.00	—	—	—	—	48	12
North Adams (day), ⁷	—	—	14.00	\$0.45	\$0.45	8	8	8 48	8 —
Northampton, ⁹	—	—	15.00	1½ T.	2 T.	10 8½	5	48	12
Springfield (day), ⁴	—	—	20.00	6 —	2 T.	8¾	4¼	48	12
Taunton (day),	—	—	15.00	1½ T.	2 T.	8	8	48	2
Waltham,	—	—	16.00	1½ T.	2 T.	8	5	45	12
Worcester (day),	—	—	16.50	1½ T.	{ 1½ T. 2 T. }	8	8	48	—
Copy Cutters. ¹¹									
Copy Holders. ¹¹									
Foremen. ¹¹									
Fitchburg (newspaper, day), . .	—	—	20.00	1½ T.	1½ T.	1 9	4	48	12
Leominster (newspaper, day), .	—	—	20.00	1½ T.	1½ T.	1 9	4	48	12
Lynn (newspaper),	—	—	25.00	1½ T.	2 T.	7	6	41	—
New Bedford,	—	—	25.00	—	—	8	8	48	—
Taunton (day),	—	—	22.00	1½ T.	2 T.	8	{ 12 6 8 }	12 46 48	12 — 2
Machinists. ¹¹									
Brockton (newspaper),	—	—	25.00	6 —	2 T.	8	8	48	—
Fall River,	—	—	22.00	1½ T.	2 T.	8	8	48	—
Fitchburg (newspaper, day), . .	—	—	19.00	1½ T.	1½ T.	1 9	4	48	12
Holyoke (newspaper),	—	—	22.00	1½ T.	2 T.	8	8	48	—
Lawrence (newspaper, day), ¹³	—	—	25.00	1½ T.	2 T.	8	8	48	—
Leominster (newspaper, day), .	—	—	19.00	1½ T.	1½ T.	1 9	4	48	12

¹ One day, 8 hours.² Proof-readers receive same rate of wages and work same hours.³ Apprentices, during last 6 months of service, receive two-thirds of journeymen's rates.⁴ Stone men and proof-readers receive same rate of wages and work same hours.⁵ Floormen, machine operators, and stone men receive same rate of wages and work same hours.⁶ Before midnight time and one-half; after midnight double time.⁷ Admen and stone men receive same rate of wages and work same hours.⁸ In some cases are granted half-holiday without loss of pay for as many months as convenient to employers; in some cases, also, have half-holiday and time is made up during week.⁹ Same rate of wages and same hours apply to all journeymen in book and job offices.¹⁰ One day, 9 hours.¹¹ See also notes under Admen on p. 43; Book Compositors on p. 44; and Newspaper Compositors on p. 47.¹² In newspaper offices 6 hours on Saturday, 46 hours a week; in book and job offices 8 hours on Saturday, 48 hours a week, and half-holiday during 2 months.¹³ Make-ups receive same rate.

TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES				HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sun- days and Holi- days (Hour)	Mon- day to Fri- day	Sat- urday		
Compositors — Con.									
<i>Machinists — Con.</i>									
Lynn (newspaper), . . .	-	-	\$25.00	1½ T.	2 T.	7	6	41	-
New Bedford, . . .	-	-	23.00	-	-	8	8	48	-
Springfield (newspaper, day), ¹	-	-	25.00	1½ T.	1½ T.	8	8	48	-
Springfield (newspaper, night), ¹ . . .	-	-	27.00	1½ T.	1½ T.	8	8	48	-
Taunton (day), . . .	-	-	24.00	1½ T.	2 T.	8	8	46	2
							8	48	2
<i>Machine Operators, Linotype.³</i>									
Boston (book and job, day), . .	-	-	23.00	4 -	2 T.	8	8	48	-
Boston (book and job, night), . .	-	-	25.36	5 -	5 -	-	-	42	-
Fall River (day), . . .	-	-	22.00	1½ T.	2 T.	8	8	48	-
Fitchburg (newspaper, day), . .	-	-	19.00	1½ T.	1½ T.	6 9	4	48	12
Fitchburg (newspaper, night), . . .	-	-	20.00	1½ T.	1½ T.	-	-	48	-
Holyoke (book and job, day), . .	-	-	21.00	1½ T.	2 T.	8 ½	3 ½	48	12
Holyoke (newspaper, day), . .	-	-	21.00	1½ T.	2 T.	8	8	48	-
Lawrence (newspaper, day), . .	\$0.37½	\$3.00	18.00	1½ T.	2 T.	8	8	48	-
Lawrence (newspaper, night), . . .	.43¾	3.50	21.00	1½ T.	2 T.	8	8	48	-
Leominster (newspaper, day), . . .	-	-	19.00	1½ T.	1½ T.	6 9	4	48	12
Leominster (newspaper, night), . . .	-	-	20.00	1½ T.	1½ T.	-	-	48	-
Lynn (newspaper, day), . . .	-	-	22.00	1½ T.	2 T.	7	6	41	-
Lynn (newspaper, night), . . .	-	-	25.00	1½ T.	2 T.	7	6	41	-
Newburyport (newspaper, day), . . .	-	-	15.00	-	-	8	8	48	7 -
Newburyport (newspaper, night), . . .	-	-	18.00	-	-	8	8	48	7 -
North Adams (day), ⁸ . . .	-	-	16.00	\$0.50	\$0.50	-	-	48	9 -
Taunton (day), . . .	-	3.50	21.00	1½ T.	2 T.	8	8	46	2 -
Taunton (night), . . .	-	3.50	21.00	1½ T.	2 T.	7	8	48	2
Waltham, . . .	-	-	18.00	1½ T.	2 T.	8	5	45	12
<i>Machine Operators, Monotype.¹⁰</i>									
<i>Make-ups or Stone Men.³</i>									

¹ In book and job offices receive same rate of wages but have Saturday half-holiday during entire year by working 8½ hours on 5 days of week.

² In newspaper offices, 6 hours on Saturday, 46 hours a week; in book and job offices, 8 hours on Saturday, 48 hours a week, and half-holiday during 2 months.

³ See also notes under Admen on page 43, Book and Job Compositors on page 44, and Newspaper Compositors on page 47.

⁴ Before midnight time and one-half; after midnight double time.

⁵ Paid time and one-half for over 9 hours in one night or over 42 hours a week.

⁶ One day, 8 hours.

⁷ In book and job offices receive same rates of wages but have Saturday half-holiday for entire year.

⁸ Monotype operators receive same rate of wages and work same hours.

⁹ In some cases have half-holiday without loss of pay for as many months as convenient for employers; in some cases, also, have half-holiday and make up time during week.

¹⁰ See notes under Admen on page 43, Book and Job Compositors on page 44, Linotype Operators on page 46, and Newspaper Compositors on page 47.

TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sun-days and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday		
Compositors — Con.									
<i>Newspaper Compositors.</i>									
Boston (day), ¹	\$0.63	\$4.41	\$26.46	\$0.82	² \$0.82	7	7	42	—
Boston (night), ¹	.67	4.69	28.14	.87	2.87	7	7	42	—
Brockton (foremen),	—	—	22.50	—	2 T.	8	8	48	—
Fall River (day), ⁴	.40 ⁵ / ₈	3.25	19.50	1 ¹ / ₂ T.	2 T.	8	8	48	—
Fall River (foremen),	—	4.16 ² / ₅	25.00	1 ¹ / ₂ T.	2 T.	8	8	48	—
Fitchburg (day), ⁵	—	—	17.00	1 ¹ / ₂ T.	1 ¹ / ₂ T.	⁶ 9	4	48	12
Holyoke, ^{5,7}	—	—	⁷ 19.50	1 ¹ / ₂ T.	2 T.	8	8	48	—
Lawrence,	.37 ¹ / ₂	3.00	18.00	1 ¹ / ₂ T.	2 T.	8	8	48	—
Leominster (day), ⁵	—	—	17.00	1 ¹ / ₂ T.	1 ¹ / ₂ T.	⁶ 9	4	48	12
Lowell (day), ⁸	—	—	⁹ 20.00	1 ¹ / ₂ T.	2 T.	8	8	48	—
Lowell (night), ⁸	—	—	⁹ 23.00	1 ¹ / ₂ T.	2 T.	8	8	48	—
North Adams, ⁵	—	—	14.00	.45	.45	—	—	¹⁰ 48	¹⁰ —
Northampton, ¹¹	—	—	16.00	1 ¹ / ₂ T.	2 T.	8	8	48	—
Taunton, ^{12,13}	—	—	18.00	1 ¹ / ₂ T.	2 T.	8	6	46	—
<i>Proof-readers.¹⁴</i>									
Electrotypers.									
<i>Backers-up.</i>									
Boston,	—	—	20.00	—	—	—	—	48	12
<i>Batterymen.</i>									
Boston,	—	—	20.00	—	—	—	—	48	12
Springfield,	—	—	18.00	1 ¹ / ₂ T.	2 T.	¹⁵ 8 ³ / ₄	4	48	12
<i>Bench Hands.</i>									
Springfield,	—	—	18.00	1 ¹ / ₂ T.	2 T.	¹⁵ 8 ³ / ₄	4	48	12
<i>Builders.</i>									
Boston,	—	—	20.00	—	—	—	—	48	12
Springfield,	—	—	18.00	1 ¹ / ₂ T.	2 T.	¹⁵ 8 ³ / ₄	4	48	12
<i>Casters.</i>									
Springfield,	—	—	18.00	1 ¹ / ₂ T.	2 T.	¹⁵ 8 ³ / ₄	4	48	12
<i>Finishers.</i>									
Boston,	—	—	24.00	—	—	—	—	48	12
Springfield,	—	—	24.00	1 ¹ / ₂ T.	2 T.	¹⁵ 8 ³ / ₄	4	48	12

¹ Admen, bankmen, copy cutters, copy holders, foremen, machinists, make-ups, linotype and monotype machine operators, and proof-readers receive same rate of wages and work same hours.

² Double time for Sunday, when preceded or followed by a night's work.

³ Before midnight time and one-half, after midnight double time.

⁴ Bankmen and make-ups receive same rate of wages and work same hours.

⁵ Admen and make-ups receive same rate of wages and work same hours.

⁶ One day, 8 hours.

⁷ Apprentices, during last 6 months of service, receive two-thirds of journeymen's rates.

⁸ Admen, bankmen, copy cutters, copy holders, foremen, machinists, make-ups and machine operators receive same rate of wages and work same hours.

⁹ After 3 years of service receive an increase of \$1 a week, which rate remains in effect for 2 years.

¹⁰ In some cases are granted half-holiday without loss of pay for as many months as convenient for employers; in some cases, also, have half-holiday, and time is made up during week.

¹¹ All journeymen in composing room receive same rate of wages and work same hours.

¹² Admen, bankmen, and make-ups receive same rate of wages and work same hours.

¹³ Scale for apprentices: First year, \$4 a week; second year, \$6; third year, \$8; fourth year, \$12.

¹⁴ See notes under Admen on page 43, Book and Job Compositors on page 44, and Newspaper Compositors on page 47.

¹⁵ One day, 9 hours.

TABLE 7. PRINTING AND ALLIED TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sun-days and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday		
Electrotypers—Con.									
<i>Finisher Floor Hands.</i>									
Boston,	-	-	\$20.00	-	-	-	-	48	12
<i>Molders.</i>									
Boston,	-	-	24.00	-	-	-	-	48	12
Springfield,	-	-	24.00	1½ T.	2 T.	1 8¼	4	48	12
Lithographers.									
<i>Engravers.</i>									
Boston,	-	-	22.00	1½ T.	2 T.	1 8¼	4½ ₁₂	47½ ₂	12
<i>Lithographic Artists.</i>									
Boston,	-	-	22.00	1½ T.	2 T.	1 8¼	4½ ₁₂	47½ ₂	12
<i>Pressmen.</i>									
Boston,	-	-	22.00	1½ T.	2 T.	8¼	4¼	48	12
Springfield,	-	-	20.00	1½ T.	2 T.	8¼	4¼	48	12
<i>Transfer Men.</i>									
Boston,	-	-	22.00	1½ T.	2 T.	8¼	4¼	48	12
Springfield,	-	-	20.00	1½ T.	2 T.	8¼	4¼	48	12
Mailers.									
Boston (day),	-	\$3.15	-	\$0.52½	2 T.	8	8	54	-
Boston (night),	-	3.15	-	.52½	2 T.	7	7	48	-
Photo-Engravers.									
Boston: ⁴									
Commercial, ⁵	-	-	21.00	1½ T.	2 T.	8¼	4¼	48	12
Newspaper, day, ⁶	-	-	26.00	1½ T.	1½ T.	8	8	48	-
Newspaper, night, ⁶	-	-	29.00	1½ T.	1½ T.	8	8	48	-
Newspaper, color film layers,	-	-	35.00	1½ T.	1½ T.	8	8	48	-
Springfield (half tone),	-	-	25.00	1½ T.	2 T.	8½	3¼ ₁₂	48½ ₁₂	12
Springfield (line men),	-	-	21.00	1½ T.	2 T.	8½	3¼ ₁₂	48½ ₁₂	12
Press Feeders.									
Boston:									
Assistants on one automatic feeding machine,	-	-	16.00	7-	2 T.	8¼	4¼	48	12
Assistants on two automatic feeding machines,	-	-	17.00	7-	2 T.	8¼	4¼	48	12
Assistants on rotary and magazine presses,	-	-	17.00	7-	2 T.	8¼	4¼	48	12
Cylinder press feeders,	-	-	16.00	7-	2 T.	8¼	4¼	48	12
Brockton:									
Cylinder feeders on two-roller presses,	-	-	13.50	8-	2 T.	9-	9-	48	9-
Cylinder feeders on four-roller presses,	-	-	15.00	8-	2 T.	9-	9-	48	9-
Springfield (cylinder),	-	-	12.00	7-	2 T.	8¼	4¼	48	12

¹ One day, 9 hours.² One day, 8½₁₂ hours.³ Seven days a week; six hours on Sunday.⁴ Another scale for apprentices.⁵ Same rate paid to photographers, etchers, Ben. Day workers, finishers, proofers, routers, blockers, negative turners, and metal printers.⁶ Same rate paid to photographers, negative turners, metal printers, etchers, engravers, routers, and blockers.⁷ Before midnight time and one-half; after midnight double time.⁸ Before 10 p.m. time and one-half; after 10 p.m. double time.⁹ In offices where Saturday half-holiday is granted, time is made up during first five days of week.

TABLE 7. PRINTING AND ALLIED TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Printing Pressmen.										
Apprentices.										
Boston (web):										
First year,	-	-	\$8.00	1-	Reg.	7	7	42	-	
Second year,	-	-	10.00	1-	Reg.	7	7	42	-	
Third year,	-	-	12.00	1-	Reg.	7	7	42	-	
Fourth year,	-	-	15.00	1-	Reg.	7	7	42	-	
Springfield (newspaper):										
First two years, day, . . .	-	\$1.50	-	2-	1½ T.	8	8	48	-	
First two years, night, . .	-	1.50	-	1½ T.	1½ T.	7	8	43	-	
Third and fourth years, day,	-	2.00	-	2-	1½ T.	8	8	48	-	
Third and fourth years, night,	-	2.00	-	1½ T.	1½ T.	7	8	43	-	
Cylinder.										
Boston,	-	-	23.00	2-	2 T.	8	3 8	48	3 3	
Brockton,	-	-	20.00	4-	2 T.	5-	5-	48	5-	
Holyoke,	-	3.00	18.00	1½ T.	2 T.	8	8	48	-	
Lawrence,	-	-	17.00	1½ T.	2 T.	8	8	48	-	
Lowell (commercial work and one color),	-	-	19.50	1½ T.	2 T.	8¾	4¼	48	12	
Lowell (half tone cut work and more than one color), .	-	-	21.00	1½ T.	2 T.	8¾	4¼	48	12	
Norwood,	-	-	23.00	1½ T.	2 T.	8¾	4¼	48	12	
Springfield (job shops), .	-	-	22.00	2-	2 T.	8¾	4¼	48	12	
Worcester,	-	-	20.00	1½ T.	2 T.	8½	5½	48	12	
Job.										
Boston,	-	-	18.00	2-	2 T.	8	3 8	48	3 3	
Brockton,	-	-	17.00	4-	2 T.	5-	5-	48	5-	
Holyoke,	-	2.50	15.00	1½ T.	2 T.	8	8	48	-	
Lawrence,	-	-	17.00	1½ T.	2 T.	8	8	48	-	
Lowell,	-	-	17.00	1½ T.	2 T.	8¾	4¼	48	12	
Norwood,	-	-	18.00	1½ T.	2 T.	8¾	4¼	48	12	
Springfield,	-	-	18.00	2-	2 T.	8¾	4¼	48	12	
Worcester,	-	-	15.00	1½ T.	2 T.	8½	5½	48	12	
Perfecting.										
Boston,	-	-	24.00	2-	2 T.	8	3 8	48	3 3	
Norwood,	-	-	24.00	1½ T.	2 T.	8¾	4¼	48	12	
Web.										
Boston,	-	4.15	-	6-	2 T.	7	7	42	-	
Boston (brakemen), . . .	-	3.90	-	7-	2 T.	7	7	42	-	
Boston (journeymen), . . .	-	3.45	-	8-	2 T.	7	7	42	-	
Fall River ⁹ (3-deck press), .	-	-	25.00	-	-	8	8	48	-	
Fall River ⁹ (3-deck press, daily and Sunday), . . .	-	-	30.00	-	-	8	8	56	-	
Holyoke,	-	2.50	15.00	1½ T.	2 T.	8	8	48	-	
Lowell,	-	-	21.00	1½ T.	2 T.	8¾	4¼	48	12	

¹ Regular rate, except on Saturday nights, 57½ cents an hour.² Before midnight, time and one-half; after midnight, double time.³ In some cases, half-holiday during entire year.⁴ Before 10 P.M. time and one-half; after 10 P.M. double time.⁵ In offices where Saturday half-holiday is granted, time is made up during first 5 days of week.⁶ Time and one-half, except on Saturday nights until 12.30 and on regular Sunday runs, when hourly rate is 70 cents.⁷ Time and one-half, except on Saturday nights until 12.30 and on regular Sunday runs, when hourly rate is 65 cents.⁸ Time and one-half, except on Saturday nights until 12.30 and on regular Sunday runs, when hourly rate is 57½ cents.⁹ Scale for apprentices: First year, \$6 a week; second year, \$9 a week; third year, \$12 a week; fourth year, \$14 a week; thereafter \$16 a week.

TABLE 7. PRINTING AND ALLIED TRADES — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday		
Printing Pressmen — Con.									
<i>Web — Con.</i>									
Springfield (newspaper):									
Men in charge, day,	-	\$4.50	-	1 -	2 T.	8	8	48	-
Men in charge, night,	-	4.50	-	1½ T.	2 T.	7	8	43	-
First pressmen, day,	-	3.00	-	1 -	2 T.	8	8	48	-
First pressmen, night,	-	3.50	-	1½ T.	2 T.	7	8	43	-
Second pressmen, day,	-	2.75	\$16.50	1 -	2 T.	8	8	48	-
Second pressmen, night,	-	3.00	-	1½ T.	2 T.	7	8	43	-
All other pressmen, day,	-	2.50	15.00	1 -	2 T.	8	8	48	-
All other pressmen, night,	-	2.75	-	1½ T.	2 T.	7	8	43	-
Worcester (day),	-	3.45	-	1½ T.	1½ T.	7	7	42	-
Worcester (night),	-	3.45	-	1½ T.	1½ T.	6	6	36	-
Rulers, Paper.									
Boston (first class),	-	-	24.00	-	-	3 8	3 8	48	3 4
Boston (second class),	-	-	20.00	-	-	3 8	3 8	48	3 4
Stereotypers.									
<i>Apprentices.</i>									
Boston:									
First year,	-	2.16 ² ₃	-	\$0.52	\$0.52	6 7	6 7	4 36 42	-
Second year,	-	2.41 ² ₃	-	.52	.52	6 7	6 7	4 36 42	-
Third year,	-	2.66 ² ₃	-	.52	.52	6 7	6 7	4 36 42	-
Fourth year,	-	3.16 ² ₃	-	.52	.52	6 7	6 7	4 36 42	-
Fifth year,	-	3.66 ² ₃	-	.52	.52	6 7	6 7	4 36 42	-
Lawrence ⁵ (first year),	-	1.00	-	Reg.	Reg.	8	8	48	-
Lowell ⁶ (first year, day),	-	1.00	-	Reg.	Reg.	8	8	48	-
Lowell ⁶ (first year, night),	-	1.00	-	Reg.	Reg.	7	7	42	-
<i>Stereotypers.</i>									
Boston,	-	4.16 ² ₃	-	7.80	2 T.	6 7	6 7	4 36 42	-
Boston (assistant foremen),	-	5.16 ² ₃	-	-	2 T.	6 7	6 7	4 36 42	-
Fall River,	-	-	19.50	-	-	8	8	48	-
Fall River (foremen),	-	-	23.00	-	-	8	8	48	-
Lawrence,	-	3.00	-	1½ T.	2 T.	8	8	48	-
Lawrence (foremen),	-	3.50	-	1½ T.	2 T.	8	8	48	-
Lowell (day),	-	3.33 ¹ ₃	-	1½ T.	1½ T.	8	8	48	-
Lowell (night),	-	3.33 ¹ ₃	-	1½ T.	1½ T.	7	7	42	-

¹ Before midnight, time and one-half; after midnight, double time.² In one establishment, minimum rate of \$21.50 a week.³ During 4 months have half-holiday; work 8¾ hours on 5 days and 4¼ hours on Saturday.⁴ Day work, 42 hours a week; night work, 36 hours.⁵ Scale for apprentices: Second year, \$1.50 a week; third year, \$2 a week; fourth year, \$2.50 a week; and fifth year, \$2.75 a week.⁶ Scale for apprentices: Second year, \$1.50 a week; third year, \$1.75 a week; fourth year, \$2 a week; and fifth year, \$2.50 a week.⁷ Except overtime on Saturday for Sunday papers, when hourly rate is 70 cents.

TABLE 8. STONE WORKING AND QUARRYING.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME ¹		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Stone, Marble, and Quarry Workers.									
<i>Granite Cutters.</i>									
Boston, ²	\$0.45 ⁸ / ₈	—	—	1½ T.	2 T.	8	4	44	12
Brockton,	.40 ³ / ₈	\$3.25	\$18.08	1½ T.	2 T.	8	4½	44½	12
Chelmsford, ³	.41	3.28	18.45	1½ T.	4 —	8	5	45	12
Chelmsford (surfacing machine cutters),	.44½ ₂	—	—	1½ T.	4 —	8	5	45	12
Chester, ⁵	.40 ³ / ₈	—	—	\$0.58 ³ / ₈	2 T.	8	5	45	12
Chester (polishers),	.34	—	—	1½ T.	2 T.	8	5	45	12
Fall River, ³	.43	3.44	19.35	1½ T.	2 T.	8	5	45	12
Fitchburg,	—	3.25	—	1½ T.	2 T.	8	5	45	12
Gloucester, ⁶	.40 ³ / ₈	3.25	18.28	1½ T.	1½ T.	8	5	45	12
Gloucester (surfacing machine cutters),	.42 ³ / ₈	3.41	19.18	1½ T.	1½ T.	8	5	45	12
Holyoke, ⁶	.45	—	—	1½ T.	2 T.	8	4	44	12
Holyoke (surfacing machine cutters),	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Lawrence, ⁷	.42	3.36	18.48	1½ T.	1½ T.	8	4	44	12
Leominster,	—	3.25	—	1½ T.	2 T.	8	5	45	12
Lowell, ⁸	.43	3.44	19.35	1½ T.	1½ T.	8	5	45	12
Lynn, ⁹	.45	3.60	19.80	1½ T.	2 T.	8	4	44	12
Milford, ¹⁰	.43	3.44	19.35	1½ T.	2 T.	8	4	44	12
Milford (surfacing machine cutters),	.46	—	—	1½ T.	2 T.	8	4	44	12
Monson, ¹¹	.42	—	—	1½ T.	2 T.	8	5	45	12
Monson (surfacing machine cutters),	.45	—	—	1½ T.	2 T.	8	5	45	12
New Bedford, ⁶	.42	3.36	18.48	1½ T.	2 T.	8	4	44	12
New Bedford (surfacing machine cutters), ¹²	.50	4.00	22.00	1½ T.	2 T.	8	4	44	12
Quincy, ¹³	.40 ³ / ₈	3.25	18.28	1½ T.	2 T.	8	5	45	12
Rockport, ⁶	.40 ³ / ₈	3.25	18.28	1½ T.	1½ T.	8	5	45	12
Rockport (surfacing machine cutters),	.42 ³ / ₈	3.41	19.18	1½ T.	1½ T.	8	5	45	12
Taunton, ¹⁴	.44	3.52	19.36	1½ T.	2 T.	8	4	44	12
Townsend, ³	.41	3.28	18.45	1½ T.	2 T.	8	5	45	12
Townsend (surfacing machine cutters),	.44	3.52	19.80	1½ T.	2 T.	8	5	45	12
Westford, ³	.41	3.28	18.45	1½ T.	1½ T.	8	5	45	12
Westford (surfacing machine cutters),	.43½ ₂	—	—	1½ T.	1½ T.	8	5	45	12
Worcester, ¹⁵	.42	3.36	18.90	1½ T.	2 T.	8	5	45	12
Worcester (surfacing machine cutters),	.45	3.60	20.25	1½ T.	2 T.	8	5	45	12
<i>Granite Polishers.</i>									
Quincy,	.40 ³ / ₄	—	—	—	—	8	4¾	44¾	12

¹ For explanation of symbols, see note 1 on page 8.² Includes blacksmiths, machine men and surfacing machine cutters.³ Also blacksmiths.⁴ No work on legal holidays; double time on Sundays.⁵ Also tool sharpeners and surfacing machine cutters.⁶ Includes blacksmiths and polishers.⁷ Also blacksmiths and surfacing machine cutters.⁸ Also tool sharpeners and marble cutters.⁹ Also blacksmiths and machine men.¹⁰ Also blacksmiths, sawyers and polishers.¹¹ Also tool sharpeners.¹² Also machine men.¹³ Also tool sharpeners and polishers.¹⁴ Also polishers and surfacing machine cutters.¹⁵ Also polishers, sawyers, and tool sharpeners.

TABLE 8. STONE WORKING AND QUARRYING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Stone, Marble, and Quarry Workers — Con.									
<i>Marble Cutters and Setters.</i>									
Boston,	\$0.56 $\frac{1}{4}$	\$4.50	\$24.75	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
<i>Marble Workers.</i>									
Boston, . . . . .	.35	2.80	-	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
<i>Marble, Mosaic, Terrazzo and Composite Workers (Building).</i>									
Boston (masons), . . . .	.42 $\frac{1}{2}$	-	-	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	4	44	12
Boston (helpers), . . . .	.30	2.40	-	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	4	44	12
<i>Stone Cutters (General).</i>									
Boston (inside men):									
Carvers, . . . . .	.56 $\frac{1}{4}$	-	-	-	-	8	4	44	12
Cutters and fitters, . . .	.56 $\frac{1}{4}$	-	-	-	-	8	4	44	12
Boston (outside men):									
Carvers, . . . . .	.56 $\frac{1}{4}$	-	-	2 T.	2 T.	8	4	44	12
Cutters and fitters, . . .	.65	-	-	2 T.	2 T.	8	4	44	12
Lee, . . . . .	.50	4.00	24.00	1 $\frac{1}{2}$ T.	2 T.	8	8	48	-
Springfield, . . . . .	.56 $\frac{1}{4}$	4.50	24.75	1 $\frac{1}{2}$ T.	2 T.	8	4	44	12
Worcester, . . . . .	.50	4.00	22.00	-	-	8	4	44	12
Other Quarry Employees.									
<i>Blacksmiths.</i>									
Chelmsford (Nov. 1 to May 1), . . . . .	.37	-	-	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-
Chelmsford (May 1 to Nov. 1), . . . . .	.40	-	-	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	5	45	6
East Longmeadow, . . . .	.34	-	-	-	-	9	8	53	-
Gloucester, . . . . .	.33	-	-	1 $\frac{1}{2}$ T.	2 T.	8	8	48	-
Milford, . . . . .	.43	-	-	1 $\frac{1}{2}$ T.	2 T.	8	18	148	16
Milford (helpers), . . . .	.30	-	-	1 $\frac{1}{2}$ T.	2 T.	8	18	148	16
Rockport, . . . . .	.33	-	-	1 $\frac{1}{2}$ T.	2 T.	8	8	48	-
<i>Carpenters.</i>									
Chelmsford (Nov. 1 to May 1), . . . . .	.28 $\frac{1}{8}$	-	-	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-
Chelmsford (May 1 to Nov. 1), . . . . .	.29 $\frac{1}{4}$	-	-	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	5	45	6
<i>Crane Tenders.</i>									
Gloucester, . . . . .	.27	-	-	1 $\frac{1}{2}$ T.	2 T.	8	8	48	-
Rockport, . . . . .	.27	-	-	1 $\frac{1}{2}$ T.	2 T.	8	8	48	-
<i>Derrickmen.</i>									
Chelmsford (Nov. 1 to May 1), . . . . .	.25	-	-	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-
Chelmsford (May 1 to Nov. 1), . . . . .	.26	-	-	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	5	45	6
Gloucester, . . . . .	.25	-	-	1 $\frac{1}{2}$ T.	2 T.	8	8	48	-
Milford:									
First derrickmen, . . . .	.30	-	-	1 $\frac{1}{2}$ T.	2 T.	8	18	148	16
Second derrickmen, . . . .	.28	-	-	1 $\frac{1}{2}$ T.	2 T.	8	18	148	16
Third derrickmen, . . . .	.25	-	-	1 $\frac{1}{2}$ T.	2 T.	8	18	148	16
Rockport, . . . . .	.25	-	-	1 $\frac{1}{2}$ T.	2 T.	8	8	48	-
<i>Derrickmen, Head.</i>									
Chelmsford (Nov. 1 to May 1), . . . . .	.28 $\frac{1}{8}$	-	-	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	8	48	-
Chelmsford (May 1 to Nov. 1), . . . . .	.29 $\frac{1}{8}$	-	-	1 $\frac{1}{2}$ T.	1 $\frac{1}{2}$ T.	8	5	45	6
East Longmeadow, . . . .	.26 $\frac{1}{2}$	-	-	-	-	9	8	53	-

1 Five hours on Saturday during 6 months, or 45 hours a week.

TABLE 8. STONE WORKING AND QUARRYING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect.	
				Hour	Sun-days and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday			
Other Quarry Employees — Con.										
Drillers, Hand.										
Chelmsford (Nov. 1 to May 1),	\$0.25-.28 ¹ / ₂	-	-	1½ T.	1½ T.	8	8	48	-	
Chelmsford (May 1 to Nov. 1),	.26-.29 ¹ / ₂	-	-	1½ T.	1½ T.	8	5	45	6	
Milford, . . . . .	.30	-	-	1½ T.	2 T.	8	18	148	16
Drillers, Steam.										
East Longmeadow, . . .	.26 ¹ / ₂	-	-	-	-	9	8	53	-
Drill Runners, Air Plug.										
Chelmsford (Nov. 1 to May 1),	.22 ¹ / ₂ -.25	-	-	1½ T.	1½ T.	8	8	48	-	
Chelmsford (May 1 to Nov. 1),	.24-.27	-	-	1½ T.	1½ T.	8	5	45	6	
Gloucester, . . . . .	.25	-	-	1½ T.	2 T.	8	8	48	-
Milford, . . . . .	.30	-	-	1½ T.	2 T.	8	18	148	16
Rockport, . . . . .	.25	-	-	1½ T.	2 T.	8	8	48	-
Drill Runners, Tripod.										
Chelmsford (Nov. 1 to May 1),	.25-.31 ¹ / ₄	-	-	1½ T.	1½ T.	8	8	48	-	
Chelmsford (May 1 to Nov. 1),	.26-.33 ¹ / ₄	-	-	1½ T.	1½ T.	8	5	45	6	
Milford, . . . . .	.30	-	-	1½ T.	2 T.	8	18	148	16
Engineers, Steam.										
Milford (engines with boiler),	.39	-	-	1½ T.	2 T.	8	18	148	16	
Milford (skeleton or electric engines), . . . . .	.37	-	-	1½ T.	2 T.	8	18	148	16
Laborers.										
Chelmsford (Nov. 1 to May 1),	.20-.22 ¹ / ₂	-	-	1½ T.	1½ T.	8	8	48	-	
Chelmsford (May 1 to Nov. 1),	.21-.23 ¹ / ₂	-	-	1½ T.	1½ T.	8	5	45	6	
East Longmeadow, . . .	.21	-	-	-	-	9	8	53	-
Planermen.										
East Longmeadow, . . .	.38	-	-	-	-	9	8	53	-
Powdermen.										
Chelmsford (Nov. 1 to May 1),	.25	-	-	1½ T.	1½ T.	8	8	48	-	
Chelmsford (May 1 to Nov. 1),	.29	-	-	1½ T.	1½ T.	8	5	45	6	
Milford, . . . . .	.30	-	-	1½ T.	2 T.	8	18	148	16
Quarrymen.										
East Longmeadow, . . .	.26 ¹ / ₂	-	-	-	-	9	8	53	-
Gloucester, . . . . .	.25	-	-	1½ T.	2 T.	8	8	48	-
Quincy, . . . . .	.30	-	-	Reg.	1¼ T.	8	8	48	-
Rockport, . . . . .	.25	-	-	1½ T.	2 T.	8	8	48	-
Section Foremen.										
Chelmsford (Nov. 1 to May 1),	.26-.28 ¹ / ₈	-	-	1½ T.	1½ T.	8	8	48	-	
Chelmsford (May 1 to Nov. 1),	.27-.29 ¹ / ₈	-	-	1½ T.	1½ T.	8	5	45	6	
Sectionmen.										
Chelmsford (Nov. 1 to May 1),	.22 ¹ / ₂ -.25	-	-	1½ T.	1½ T.	8	8	48	-	
Chelmsford (May 1 to Nov. 1),	.23 ¹ / ₂ -.26	-	-	1½ T.	1½ T.	8	5	45	6	

¹ Five hours on Saturday during 6 months, or 45 hours a week.

TABLE 8. STONE WORKING AND QUARRYING — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Other Quarry Employees — Con.									
<i>Stone Sawyers.</i>									
East Longmeadow, . . .	\$0.32	-	-	-	-	9	8	53	-
<i>Tool Sharpeners.</i>									
Gloucester, . . . . .	.33	-	-	1½ T.	2 T.	8	8	48	-
Milford, . . . . .	.43	-	-	1½ T.	2 T.	8	8	48	16
Rockport, . . . . .	.33	-	-	1½ T.	2 T.	8	8	48	-
<i>Traveler Operators.</i>									
East Longmeadow, . . .	.28½	-	-	-	-	9	8	53	-
East Longmeadow (assistants), . . . . .	.26½	-	-	-	-	9	8	53	-

¹ Five hours on Saturday during 6 months, or 45 hours a week.

TABLE 9. TEAMING.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME ¹		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Carriage Drivers and Chauffeurs.									
Boston (carriage drivers),	-	\$2.00	\$14.00	\$0.30	Reg.	-	-	-	-
Boston (chauffeurs),	-	2.50	17.50	.30	Reg.	10 ¹ / ₂	10 ¹ / ₂	73 ¹ / ₂	-
Coal Teamsters.									
<i>One-Horse.</i>									
Boston,	-	-	14.00	Reg.	2 T.	9	2 9	2 54	2 6
Brockton,	-	-	14.40	-	1 ¹ / ₂ T.	9	9	54	-
Fitchburg,	-	-	12.00	Reg.	Reg.	10	10	60	-
Haverhill,	-	-	14.00	1 ¹ / ₂ T.	1 ¹ / ₂ T.	9	9	54	3
Holyoke,	-	-	13.00	2 T.	2 T.	10	3 10	3 60	3 3
Lawrence,	-	-	13.50	.25	-	10	10	60	-
Lowell,	-	-	13.50	.22 ¹ / ₂	-	10	10	60	-
Lynn,	-	-	14.00	.35	2 T.	9	9	54	6
Malden,	-	-	14.00	Reg.	Reg.	9	9	54	6
Marblehead,	-	-	13.00	.25	-	9 ¹ / ₂	9 ¹ / ₂	57	3
Natick,	-	-	13.00	.25	\$0.50	9	9	54	-
Salem,	-	-	13.00	.30	2 T.	10	9	59	5
Springfield,	-	-	14.00	.25	-	10	10	60	4
Waltham,	-	-	13.00	.25	2 T.	9	9	54	5
Westfield,	-	-	13.50	.25	-	4 9 10	4 9 10	4 54 60	-
<i>Two-Horse.</i>									
Boston,	-	-	15.00	Reg.	2 T.	9	2 9	2 54	2 6
Fitchburg,	-	-	13.50	Reg.	Reg.	10	10	60	-
Haverhill,	-	-	15.00	1 ¹ / ₂ T.	1 ¹ / ₂ T.	9	9	54	3
Holyoke,	-	-	14.00	2 T.	2 T.	10	3 10	3 60	3 3
Lawrence,	-	-	14.50	.25	-	10	10	60	-
Lowell,	-	-	15.00	.25	-	10	10	60	-
Lynn,	-	-	15.50	.35	2 T.	9	9	54	6
Malden,	-	-	15.00	Reg.	Reg.	9	9	54	6
Marblehead,	-	-	15.00	.25	-	9 ¹ / ₂	9 ¹ / ₂	57	3
Natick,	-	-	14.00	.25	\$0.50	9	9	54	-
Salem,	-	-	14.00	.30	2 T.	10	9	59	5
Springfield,	-	-	15.00	.25	-	10	10	60	4
Waltham,	-	-	14.00	.30	2 T.	9	9	54	5
<i>Three-Horse.</i>									
Boston,	-	-	16.00	Reg.	2 T.	9	2 9	2 54	2 6
Lynn,	-	-	16.00	.35	2 T.	9	9	54	6
Natick,	-	-	15.00	.25	\$0.50	9	9	54	-
Salem,	-	-	15.00	.30	2 T.	10	9	59	5
<i>Chauffeurs.</i>									
Boston (electric truck),	-	-	16.00	Reg.	2 T.	9	2 9	2 54	2 6
Boston (gasoline truck),	-	-	18.00	Reg.	2 T.	9	2 9	2 54	2 6
Haverhill,	-	-	16.00	1 ¹ / ₂ T.	1 ¹ / ₂ T.	9	9	54	3
Lowell (heavy truck),	-	-	16.00	.30	-	10	10	60	-
Lynn,	-	-	18.00	.35	2 T.	9	9	54	6
Malden (electric truck),	-	-	17.00	Reg.	Reg.	9	9	54	6
Malden (gasoline truck),	-	-	18.00	Reg.	Reg.	9	9	54	6
Salem,	-	-	15.00	.30	2 T.	10	9	59	5
<i>Helpers.</i>									
Boston,	-	-	14.00	Reg.	2 T.	9	2 9	2 54	2 6
Fitchburg,	-	-	10.50	Reg.	Reg.	10	10	60	-
Haverhill,	-	-	13.00	1 ¹ / ₂ T.	1 ¹ / ₂ T.	9	9	54	3
Holyoke,	-	-	11.50	2 T.	2 T.	10	3 10	3 60	3 3
Lowell,	-	-	11.00	.18	-	10	10	60	-

¹ For explanation of symbols, see note 1 on page 8.² During 6 months, 5 hours on Saturday, 50 hours a week, without reduction of pay.³ During 3 months, 5 hours on Saturday, 55 hours a week, without reduction of pay.⁴ During 5 months, 9 hours a day, 54 hours a week; during 7 months, 10 hours a day, 60 hours a week.

TABLE 9. TEAMING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sun-days and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday		
Coal Teamsters — Con.									
<i>Helpers — Con.</i>									
Lynn,	-	-	\$14.00	\$0.35	2 T.	9	9	54	6
Malden,	-	-	14.00	Reg.	Reg.	9	9	54	6
Marblehead,	-	-	13.00	.25	-	9 ¹ / ₂	9 ¹ / ₂	57	3
Natick,	-	-	13.00	.25	\$0.50	9	9	54	-
Springfield,	-	-	13.00	.25	-	10	10	60	4
Waltham,	-	-	13.00	.25	2 T.	9	9	54	5
<i>Wharfmen.</i>									
Waltham,	-	-	13.00	.25	2 T.	9	9	54	5
<i>Yardmen.</i>									
Haverhill,	-	-	14.00	1 ¹ / ₂ T.	1 ¹ / ₂ T.	9	9	54	3
Department Store Drivers, Chauffeurs, and Helpers.									
Boston:									
One-horse teamsters,	-	\$2.50	15.00	Reg.	2 T.	9	9	54	-
Two-horse teamsters,	-	2.66 ² / ₃	16.00	Reg.	2 T.	9	9	54	-
Chauffeurs,	-	3.00	18.00	Reg.	2 T.	9	9	54	-
Helpers (auto),	-	-	10.00	Reg.	2 T.	9	9	54	-
Helpers (wagon),	-	-	8.00	Reg.	2 T.	9	9	54	-
Express and Transfer Drivers.									
<i>One-Horse.</i>									
Boston,	-	-	14.00	.25	1 -	10	10	60	-
Brockton,	-	-	14.00	-	1 ¹ / ₂ T.	9	9	54	-
Lynn,	-	-	14.00	1 ¹ / ₂ T.	2 T.	10	9	59	-
Natick,	-	-	13.00	.25	.50	9	9	54	-
Salem,	-	-	13.00	.35	2 T.	10	9	59	-
<i>Two-Horse.</i>									
Boston,	-	-	16.00	.25	1 -	10	10	60	-
Brockton,	-	-	15.00	-	1 ¹ / ₂ T.	9	9	54	-
Lynn,	-	-	15.50	1 ¹ / ₂ T.	2 T.	10	9	59	-
Salem,	-	-	15.00	.35	2 T.	10	9	59	-
<i>Drivers (Not Stated).</i>									
Haverhill,	-	-	15.00	1 ¹ / ₂ T.	1 ¹ / ₂ T.	10	10	60	-
<i>Chauffeurs.</i>									
Boston (small auto),	-	-	16.00	.35	1 -	10	10	60	-
Boston (truck),	-	-	18.00	.35	1 -	10	10	60	2
Lynn,	-	-	18.00	1 ¹ / ₂ T.	2 T.	10	9	59	-
<i>Helpers.</i>									
Haverhill,	-	-	13.50	1 ¹ / ₂ T.	1 ¹ / ₂ T.	10	10	60	-
Lynn,	-	-	13.50	1 ¹ / ₂ T.	2 T.	10	9	59	-
Salem,	-	-	13.00	.30	2 T.	10	9	59	-
Furniture Teamsters.									
Brockton,	-	-	15.00	-	1 ¹ / ₂ T.	9	9	54	-
Haverhill (chauffeurs),	-	-	16.00	1 ¹ / ₂ T.	1 ¹ / ₂ T.	10	10	60	3
Haverhill (chauffeurs' help-ers),	-	-	14.00	1 ¹ / ₂ T.	1 ¹ / ₂ T.	10	10	60	3
Grain and Mason Supply Handlers.									
Brockton,	-	-	14.40	-	1 ¹ / ₂ T.	9	9	54	-
Springfield:									
One-horse,	-	-	13.00	-	-	10	10	60	6
Two-horse,	-	-	14.00	-	-	10	10	60	6
Helpers,	-	-	13.00	-	-	10	10	60	6

¹ On Sundays, regular rate; on holidays, double time.

TABLE 9. TEAMING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sun- days and Holi- days (Hour)	Mon- day to Fri- day	Sat- urday			
Ice Cart Drivers.										
Boston,	-	-	\$19.00	-	2 T.	{ 16 10	{ 16 10	{ 136 60	}	-
Brockton,	-	-	14.40	-	1½ T.	{ 9 10	{ 9 10	{ 54 60		
Fitchburg,	-	-	16.50	Reg.	Reg.	10	10	60	-	-
Lynn,	-	-	18.00	-	2 T.	-	-	-	-	-
Marblehead,	-	-	13.00	\$0.25	-	9½	9½	57	3	-
Natick,	-	-	17.00	.25	\$0.50	9	9	54	-	-
<i>Chauffeurs.</i>										
Lynn,	-	-	18.00	-	2 T.	-	-	-	-	-
<i>Helpers.</i>										
Boston,	-	-	14.00	-	2 T.	{ 16 10	{ 16 10	{ 136 60	}	-
Boston (extra),	-	-	19.00	-	-	{ 16 10	{ 16 10	{ 136 60		
Lynn,	-	-	15.00	-	2 T.	-	-	-	-	-
<i>Stablemen.</i>										
Boston,	-	-	16.50	-	2 T.	{ 16 10	{ 16 10	{ 136 60	}	-
Boston (in charge),	-	-	18.00	-	2 T.	{ 16 10	{ 16 10	{ 136 60		
<i>Weigh Masters.</i>										
Boston,	-	-	21.00	-	2 T.	{ 16 10	{ 16 10	{ 136 60	}	-
Laundry Wagon Drivers.										
Brockton,	-	-	2 12.00	-	-	3 -	3 -	3 -	-	-
Haverhill,	-	-	12.00	1½ T.	1½ T.	9	9	54	-	-
Lumber Teamsters.										
<i>One-Horse.</i>										
Boston,	-	-	14.00	Reg.	Reg.	{ 9 10	{ 5	{ 450 55	}	12
Lynn,	-	-	13.50	.35	2 T.	{ 10 10	{ 5	{ 55 55		
Natick,	-	-	13.00	.25	.50	9	9	54	-	-
Salem,	-	-	13.00	.30	2 T.	10	5	55	-	12
<i>Two-Horse.</i>										
Boston,	-	-	16.00	Reg.	Reg.	{ 9 10	{ 5	{ 450 55	}	12
Lynn,	-	-	15.00	.35	2 T.	{ 10 10	{ 5	{ 55 55		
Natick,	-	-	14.00	.25	.50	9	9	54	-	-
Salem,	-	-	14.00	.30	2 T.	10	5	55	-	12
<i>Chauffeurs.</i>										
Boston (first class),	-	-	17.00	Reg.	Reg.	{ 9 10	{ 5	{ 450 55	}	12
Boston (second class),	-	-	15.00	Reg.	Reg.	{ 9 10	{ 5	{ 450 55		
Boston (helpers),	-	-	9.00	Reg.	Reg.	{ 9 10	{ 5	{ 450 55	}	12
Salem,	-	-	15.00	.30	2 T.	10	5	55		-

¹ Six hours a day, 36 hours a week, in winter; and ten hours a day, 60 hours a week, in summer.² Also have system of commissions.³ Work by routes; cover one route a day.⁴ During 8 months, 9 hours a day, 50 hours a week; during 4 months, 10 hours a day, 55 hours a week.

TABLE 9. TEAMING — CONTINUED.

OCCUPATIONS AND MULTIPLICITIES	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Holi- day in Effect
				Hour	Sun- days and Holi- days (Hour)	Mon- day to Fri- day	Sat- urday		
Lumber Teamsters — Con.									
<i>Helpers.</i>									
Boston,	—	—	\$9.00	Reg.	Reg.	19 10	5	150 55	12
Salem,	—	—	13.00	\$9.30	2 T.	10	5	55	12
<i>Salesmen.</i>									
Lynn,	—	—	16.00	35	2 T.	10	5	55	12
<i>Tally Boys.</i>									
Boston (first year),	—	—	5.00	Reg.	Reg.	19 10	5	150 55	12
<i>Tally Men.</i>									
Boston (first class),	—	—	18.00	Reg.	Reg.	19 10	5	150 55	12
Boston (second class),	—	—	13.00	Reg.	Reg.	19 10	5	150 55	12
<i>Yardmen.</i>									
Boston,	—	—	13.00	Reg.	Reg.	19 10	5	150 55	12
Boston (yard captain),	—	—	² 13.00	Reg.	Reg.	19 10	5	150 55	12
Lynn,	—	—	13.00	35	2 T.	10	5	55	12
Market and Commission House Teamsters.									
Boston	—	—	—	—	—	—	—	—	—
One horse,	—	—	11.00	25	2 T.	10 11	10 7	60 62	6
Two horse,	—	—	10.00	30	2 T.	10 11	10 7	60 62	6
Three horse,	—	—	17.00	35	2 T.	10 11	10 7	60 62	6
Four horse,	—	—	18.00	40	2 T.	10 11	10 7	60 62	6
Milk Wagon Drivers.									
Boston	—	—	—	—	—	—	—	—	—
Drivers,	—	—	19.00	—	—	10	10	60	—
Helpers,	—	—	14.00	—	—	10	10	60	—
Route foremen,	—	—	22.00	—	—	10	10	60	—
Newspaper Wagon Drivers and Chauffeurs.									
Boston, ⁶	—	\$3.00	21.00	.35	.60	10	10	² 68	—
Piano and Furniture Movers.									
Boston	—	—	—	—	—	—	—	—	—
Drivers,	—	—	17.00	.30	2 T.	10	10	60	—
Chauffeurs,	—	—	20.00	.30	2 T.	10	10	60	—
Helpers,	—	—	16.00	.30	2 T.	10	10	60	—
Packmen,	—	—	16.00	.30	2 T.	10	10	60	—

¹ During 3 months, 9 hours a day, 50 hours a week; during 4 months, 10 hours a day, 55 hours a week.² Also \$2 a year additional for each man under his supervision.³ During 6 months (May 1 to November 1) have short day on Saturday, working 11 hours on first 5 days of week, receive extra pay for the 2 hours extra work, at overtime rates.⁴ During first 3 months, \$15 a week; during next 3 months, \$17; during next 6 months, \$18 a week; after first year receive \$19 a week.⁵ During 7 months of year, one day off each month.⁶ Includes mail drivers, route drivers, and chauffeurs.⁷ Eight hours on Sunday.

TABLE 9. TEAMING—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES	RATE OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Sand and Cement Teamsters.									
<i>One-Horse.</i>									
Boston,	—	—	\$14.00	\$0.25	2 T	10	1 10	1 00	13
Lynn,	—	—	14.00	.35	2 T	9	9	54	6
<i>Two-Horse.</i>									
Boston,	—	—	16.00	.25	2 T	10	1 10	1 00	13
Lynn,	—	—	15.50	.35	2 T	9	9	54	6
North,	—	—	14.00	.25	\$0.50	9	9	54	—
<i>Three-Horse.</i>									
Boston,	—	—	17.00	.25	2 T	10	1 10	1 00	13
<i>Chauffeurs.</i>									
Boston,	—	—	19.00	.25	2 T	10	1 10	1 00	13
Boston (helpers),	—	—	14.00	.25	2 T	10	1 10	1 00	13
<i>Hay and Stone Teamsters.</i>									
Boston,	—	—	14.00	.25	2 T	10	1 10	1 00	13
<i>Tip Cart Drivers.</i>									
Boston,	—	—	13.50	Reg	Reg	10	1 10	1 00	13
Salem,	—	—	13.50	.25	2 T	9	9	54	—
Stablemen and Garagemen.									
Boston	—	—	—	—	—	—	—	—	—
Gasoline tank fillers, . .	—	—	14.00	.25	.25	10	2 10	2 70	26
Harness cleaners, . . .	—	—	15.00	.25	.25	10	2 10	2 70	26
Heathens,	—	—	15.00	.25	.25	10	2 10	2 70	26
Colems,	—	—	14.50	.25	.25	10	2 10	2 70	26
Teamsters,	—	—	14.00	.25	.25	10	2 10	2 70	26
Washers, auto,	—	—	18.00	.25	.25	10	2 10	2 70	26
Washers, team,	—	—	16.00	.25	.25	10	2 10	2 70	26
Teamsters, General.									
<i>One-Horse.</i>									
Boston,	—	—	14.00	\$.25	2 T	10	10	60	—
Quincy,	—	—	12.50	—	—	12	12	72	—
<i>Two-Horse.</i>									
Boston,	—	—	16.00	\$.30	2 T	10	10	60	—
Quincy,	—	—	14.00	—	—	12	12	72	—
<i>Three-Horse.</i>									
Boston,	—	—	17.00	—	2 T	10	10	60	—
Quincy,	—	—	15.00	—	—	12	12	72	—
<i>Four-Horse.</i>									
Boston,	—	—	18.00	—	2 T	10	10	60	—
Quincy,	—	—	16.00	—	—	12	12	72	—
<i>Five-Horse.</i>									
Boston,	—	—	19.00	—	2 T	10	10	60	—
<i>Six-Horse.</i>									
Boston,	—	—	20.00	—	2 T	10	10	60	—
<i>Teamsters (Not Stated).</i>									
Salem,	—	—	15.00	.25	2 T.	2	4	44	12

* During 3 months, 6 hours on Saturday, 56 hours a week.

* During 6 months, 5 hours on Sunday, during the other 6 months, 10 hours on Sunday.

* After midnight, double time.

TABLE 9. TEAMING — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Teamsters, General — Con.									
<i>Chaufeurs.</i>									
Boston,	-	-	\$18.00	2 T.	2 T.	10	10	60	-
Brockton:									
Light truck,	-	-	18.00	-	2 T.	9	9	54	-
Heavy truck,	-	-	18.00	-	2 T.	9	9	54	-
Helpers,	-	-	15.00	-	2 T.	9	9	54	-
Marblehead (heavy truck), .	-	-	18.00	\$0.30	-	9 ¹ / ₂	9 ¹ / ₂	57	3
Marblehead (helpers), . . .	-	-	13.00	.25	-	9 ¹ / ₂	9 ¹ / ₂	57	3
Natick (heavy truck), . . .	-	-	15.00	.25	\$0.50	9	9	54	-
<i>Helpers.</i>									
Boston,	-	-	16.00	1 -	2 T.	10	10	60	-

¹ After midnight, double time.

TABLE 10. TELEPHONE SERVICE.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME ¹		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Electrical Workers (Telephone Workers).									
Boston (central office):									
Repairmen, first class, . . .	-	\$3.75	-	1½ T.	2 -	39	4	48	12
Repairmen, second class, . .	-	2.75	-	1½ T.	2 -	39	4	48	12
Terminal room men, . . .	-	4.00	-	1½ T.	2 -	39	4	48	12
Testmen, senior, . . .	-	5.25	-	1½ T.	2 -	39	4	48	12
Testmen, first class, . . .	-	4.75	-	1½ T.	2 -	39	4	48	12
Testmen, second class, . . .	-	4.50	-	1½ T.	2 -	39	4	48	12
Testmen, third class, . . .	-	4.25	-	1½ T.	2 -	39	4	48	12
Wire chief's clerks, . . .	-	2.50	-	1½ T.	2 -	39	4	48	12
Boston (other employees):									
Foremen, . . .	-	5.25	-	1½ T.	2 -	39	4	48	12
Foremen, sub., . . .	-	5.00	-	1½ T.	2 -	39	4	48	12
Installers, head, . . .	-	4.75	-	1½ T.	2 -	39	4	48	12
Installers, private branch exchange, . . .	-	3.75	-	1½ T.	2 -	39	4	48	12
Installers, sub-station, first class, . . .	-	3.75	-	1½ T.	2 -	39	4	48	12
Installers, sub-station, second class, . . .	-	2.75	-	1½ T.	2 -	39	4	48	12
Repairmen, combination line, . . .	-	3.75	-	1½ T.	2 -	39	4	48	12
Repairmen, sub-station, first class, . . .	-	3.75	-	1½ T.	2 -	39	4	48	12
Repairmen, sub-station, second class, . . .	-	2.75	-	1½ T.	2 -	39	4	48	12
Brockton:									
Cable splicers, . . .	-	4.50	\$27.00	2 T.	2 T.	48	48	48	44
Cable splicers' helpers, . .	-	2.75	16.50	2 T.	2 T.	48	48	48	44
Central office men, . . .	-	4.00	24.00	2 T.	2 T.	48	48	48	44
Gang foremen, . . .	-	5.00	30.00	2 T.	2 T.	48	48	48	44
Installers, sub-station, . .	-	3.50	21.00	2 T.	2 T.	48	48	48	44
Installers, switchboard, . .	-	3.75	22.50	2 T.	2 T.	48	48	48	44
Linemen, . . .	-	3.50	21.00	2 T.	2 T.	48	48	48	44
Linemen's apprentices, . .	-	2.50	15.00	2 T.	2 T.	48	48	48	44
Linemen, head, . . .	-	4.00	24.00	2 T.	2 T.	48	48	48	44
Line repairmen, . . .	-	3.75	22.50	2 T.	2 T.	48	48	48	44
Framingham:									
Groundmen, . . .	-	2.25	-	1½ T.	2 T.	48	48	48	44
Linemen, first class, . . .	-	3.25	-	1½ T.	2 T.	48	48	48	44
Linemen, second class, . .	-	2.75	-	1½ T.	2 T.	48	48	48	44

¹ For explanation of symbols, see note 1 on page 8.² On holidays, time and one-half; on Sundays, double time.³ One day, 8 hours.⁴ To compensate for Saturday half-holiday during four months, time is made up by working 8¼ hours on one day and 8¾ hours on 4 days.

TABLE 10. TELEPHONE SERVICE — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sun-days and Holi-days (Hour)	Mon-day to Friday	Sat-urday		
Telephone Operators, Day.¹									
(Employed in Boston Metropolitan Division, Holyoke, Lynn, New Bedford, Springfield and Worcester). On assignment as operator (six months from date of employment),	-	-	\$7.00	-	2-	7½	7½	-	-
At end of nine months,	-	-	7.50	-	2-	7½	7½	-	-
At end of one year,	-	-	8.00	-	2-	7½	7½	-	-
At end of one and one-half years,	-	-	9.00	-	2-	7½	7½	-	-
At end of two and one-half years,	-	-	10.00	-	2-	7½	7½	-	-
At end of four years,	-	-	11.00	-	2-	7½	7½	-	-
At end of six years,	-	-	12.00	-	2-	7½	7½	-	-

¹ Operators, supervisors, and senior operators on afternoon-evening or forenoon-evening assignments receive \$1 per week more than day employees of corresponding length of service, and work one hour less (6½ hours); on night assignments they receive \$2 per week more than day employees. Hours do not include one-half hour given in two rest periods.

Senior operators on day work receive a minimum rate of \$10 a week and may reach a maximum rate of \$13 a week. Supervisors on day work receive a minimum rate of \$13 a week and may reach a maximum of \$15 a week.

An examination of the data presented in the following table, showing the *average* weekly wages paid to operators, as of the date, August 29, 1914, not including any overtime worked, discloses the fact that the rates of pay by length of service are hardly representative of actual conditions, for the reason that a large proportion of the operators are receiving the higher rates of pay.

LOCALITIES.	AVERAGE WEEKLY WAGES		
	Operators	Senior Operators	Supervisors
Metropolitan District,	\$10.36	\$12.60	\$14.76
Holyoke,	10.17	13.00	14.50
Lynn,	9.99	12.67	15.00
New Bedford,	10.18	13.50	15.08
Springfield,	9.81	12.17	14.54
Worcester,	10.15	11.43	14.73

² Overtime rate, time and one-half for Sunday work; for holidays, regular rate for actual hours worked plus the day's pay.

TABLE 11. THEATRICAL EMPLOYMENT.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY ¹ —			OVERTIME ²		HOURS OF LABOR ¹			
	Per- formance	Day	Week	Rate an Hour	Rate an Hour on Sun- day	DAY		Week	Number of Months Weekly Half- holiday in Effect
						Mon- day to Fri- day	Sat- urday		
Theatrical Employees.¹									
<i>Carpenters (Combination Houses).</i>									
Boston,	-	-	\$30.00	\$0.75	\$0.75	-	-	-	-
Brockton,	-	-	18.00	-	-	-	-	-	-
Fall River,	-	-	20.00	.35	.50	-	-	-	-
Holyoke,	-	-	25.00	.70	.70	-	-	-	-
Lawrence,	-	-	20.00	-	1½ T.	-	-	-	-
Lowell,	-	-	21.00	.40	.60	-	-	-	-
New Bedford,	-	-	22.00	.40	.70	-	-	-	-
North Adams,	-	-	18.00	-	-	-	-	-	-
Northampton,	-	\$4.00	20.00	-	2 T.	-	-	-	-
Salem,	-	-	25.00	.50	.50	-	-	-	-
Springfield,	-	-	25.00	-	1.00	-	-	-	-
Taunton,	-	-	18.00	-	-	-	-	-	-
Worcester,	-	-	25.00	Reg.	2 T.	-	-	-	-
<i>Carpenters (Stock Theatres).</i>									
Brockton,	-	-	18.00	-	-	-	-	-	-
Fall River,	-	-	25.00	.35	.50	-	-	-	-
Holyoke,	-	-	30.00	.70	.70	-	-	-	-
Lawrence,	-	-	25.00	-	1½ T.	-	-	-	-
Lawrence (small stock),	-	-	20.00	-	1½ T.	-	-	-	-
Lowell,	-	-	25.00	.40	.60	-	-	-	-
New Bedford,	-	-	25.00	.40	.70	-	-	-	-
Northampton,	-	-	27.00	-	2 T.	-	-	-	-
Salem,	-	-	25.00	.50	.50	-	-	-	-
Springfield,	-	-	25.00	-	1.00	-	-	-	-
Taunton,	-	-	22.00	-	-	-	-	-	-
Waltham,	-	-	22.00	.30	1½ T.	-	-	-	-
<i>Carpenters (Vaudeville Houses).</i>									
Boston,	-	-	30.00	.75	.75	-	-	-	-
Brockton,	-	-	18.00	-	-	-	-	-	-
Fall River,	-	-	20.00	.35	.50	-	-	-	-
Framingham,	-	-	20.00	.30	1½ T.	-	-	-	-
Haverhill,	-	-	20.00	.50	1½ T.	-	-	-	-
Haverhill (small houses),	-	-	20.00	-	1½ T.	-	-	-	-
Holyoke,	-	7.50	25.00	.70	.70	-	-	-	-
Lawrence,	-	-	20.00	.50	1½ T.	-	-	-	-
Lawrence (small houses),	-	-	20.00	-	1½ T.	-	-	-	-
Lowell,	-	-	21.00	.40	.60	-	-	-	-
Natick,	-	-	20.00	.30	1½ T.	-	-	-	-
New Bedford,	-	-	17.20	.40	.70	-	-	-	-
Newton,	-	-	20.00	.30	1½ T.	-	-	-	-
North Adams,	-	-	18.00	-	-	-	-	-	-
Northampton,	-	-	20.00	-	2 T.	-	-	-	-
Salem,	-	-	18.00	.50	.50	-	-	-	-
Springfield,	-	-	25.00	-	1.00	-	-	-	-
Taunton,	-	-	18.00	-	-	-	-	-	-
Waltham,	-	-	20.00	.30	1½ T.	-	-	-	-
Worcester,	-	-	25.00	Reg.	2 T.	-	-	-	-
<i>Carpenters (Theatre Not Stated).</i>									
Fitchburg,	-	-	18.00	.40	.40	-	-	-	-

¹ With the exception of Moving Picture Operators there are no regular hours for employees in this classification. Wages are paid by the performance, by the day or by the week, regardless of the number of hours worked. The three rates are shown, where possible, in the different localities, but have no connection with each other, although entered on the same line for convenience.

² Overtime is any time worked before hour set for reporting at theatre, or after stage has been cleared after performance, or work on Sunday. For explanation of symbols, see note 1 on page 8.

TABLE 11. THEATRICAL EMPLOYMENT — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY —			OVERTIME		HOURS OF LABOR			
	Per- form- ance	Day	Week	Rate an Hour	Rate an Hour on Sun- day	DAY		Week	Number of Months Weekly Half- holiday in Effect
Theatrical Employees — Con.									
<i>Carpenters, Assistant (Com- bination Houses).</i>									
New Bedford,	-		\$18.00	\$0.40	\$0.70	-	-	-	-
Northampton,	-	\$3.50	18.00	-	2 T.	-	-	-	-
<i>Carpenters, Assistant (Stock Theatres).</i>									
Lawrence,	-	-	¹ 20.00	² -	1½ T.	-	-	-	-
Lowell,	-	-	20.00	.40	.60	-	-	-	-
Northampton,	-	-	23.00	-	2 T.	-	-	-	-
Taunton,	-	-	18.00	-	-	-	-	-	-
<i>Carpenters, Assistant (Vaude- ville Houses).</i>									
Northampton (larger houses),	-	-	16.50	-	2 T.	-	-	-	-
<i>Electricians (Combination Houses).</i>									
Boston,	-	-	25.00	.75	.75	-	-	-	-
Holyoke,	\$1.25	-	³ 15.00	.35	³ .70	-	-	-	-
Lawrence,	-	-	18.00	-	1½ T.	-	-	-	-
Lowell,	1.50	-	-	.40	⁴ .60	-	-	-	-
New Bedford,	-	-	18.20	.40	.70	-	-	-	-
Northampton,	-	3.50	15.00	-	2 T.	-	-	-	-
Salem,	-	-	17.00	.50	.50	-	-	-	-
Springfield,	-	4.00	20.00	-	.80	-	-	-	-
Taunton,	-	-	18.00	-	-	-	-	-	-
Worcester,	-	-	16.00	Reg.	2 T.	-	-	-	-
<i>Electricians (Stock Theatres).</i>									
Holyoke,	1.25	-	³ 15.00	.35	³ .70	-	-	-	-
New Bedford,	-	-	18.20	.40	.70	-	-	-	-
Northampton,	-	-	23.00	-	2 T.	-	-	-	-
Salem,	-	-	19.00	.50	.50	-	-	-	-
Springfield,	-	4.00	20.00	-	.80	-	-	-	-
Taunton,	-	-	18.00	-	-	-	-	-	-
Waltham,	-	-	20.00	.30	1½ T.	-	-	-	-
<i>Electricians (Vaudeville Houses).</i>									
Boston,	-	-	25.00	.75	.75	-	-	-	-
Framingham,	-	-	20.00	.30	1½ T.	-	-	-	-
Haverhill,	-	-	18.00	.50	1½ T.	-	-	-	-
Holyoke,	1.25	-	³ 15.00	.35	³ .70	-	-	-	-
Lawrence,	-	-	18.00	.50	1½ T.	-	-	-	-
Lowell,	1.50	-	-	.40	⁴ .60	-	-	-	-
Natick,	-	-	20.00	.30	1½ T.	-	-	-	-
New Bedford,	-	-	18.20	.40	.70	-	-	-	-
Newton,	-	-	20.00	.30	1½ T.	-	-	-	-
Springfield,	-	4.00	20.00	-	.80	-	-	-	-
Taunton,	-	-	18.00	-	-	-	-	-	-
Waltham,	-	-	20.00	.30	1½ T.	-	-	-	-
Worcester,	-	-	16.00	Reg.	2 T.	-	-	-	-
<i>Electricians, Assistant (Com- bination, Stock, and Vaude- ville Houses).</i>									
Springfield,	-	-	12.00	.25	2 T.	-	-	-	-

¹ For 10 performances.² For extra performances, \$1.50 for each performance.³ For work on Sunday, \$3.⁴ For performance on Sunday, time and one-half (\$2.25).

TABLE 11. THEATRICAL EMPLOYMENT — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY —			OVERTIME		HOURS OF LABOR			
	Per- form- ance	Day	Week	Rate an Hour	Rate an Hour on Sun- day	DAY		Week	Number of Months Weekly Half- holiday in Effect
						Mon- day to Fri- day	Sat- urday		
Theatrical Employees									
— Con.									
<i>Flymen (Combination Houses).</i>									
Boston,	\$1.75	—	—	\$0.50	\$0.50	—	—	—	—
Fall River,	¹ 1.25	—	\$15.00	.35	.50	—	—	—	—
Holyoke,	1.25	—	² 15.00	.35	2.70	—	—	—	—
Lawrence,	1.50	—	—	.50	1½ T.	—	—	—	—
Lowell,	1.50	—	—	.40	³ .60	—	—	—	—
New Bedford,	—	—	17.20	.40	.70	—	—	—	—
Northampton,	1.00	—	13.50	.30	2 T.	—	—	—	—
Northampton (head),	1.50	—	15.00	—	2 T.	—	—	—	—
Salem,	1.25	—	—	.50	.50	—	—	—	—
Springfield,	1.75	—	18.00	.40	—	—	—	—	—
Taunton,	—	—	15.00	—	—	—	—	—	—
Worcester,	—	—	16.00	Reg.	2 T.	—	—	—	—
<i>Flymen (Stock Theatres).</i>									
Fall River,	—	—	18.00	.35	.50	—	—	—	—
Holyoke,	1.25	—	² 15.00	.35	2.70	—	—	—	—
Lawrence,	—	—	⁴ 18.00	⁵ —	1½ T.	—	—	—	—
Lawrence (small stock),	1.50	—	—	—	1½ T.	—	—	—	—
Lowell,	1.50	—	—	.40	³ .60	—	—	—	—
New Bedford,	—	—	17.20	.40	.70	—	—	—	—
Northampton,	1.00	—	—	.30	2 T.	—	—	—	—
Northampton (head),	—	—	15.00	—	2 T.	—	—	—	—
Salem,	1.25	—	—	.50	.50	—	—	—	—
Springfield,	1.75	—	18.00	.40	—	—	—	—	—
Taunton,	—	—	15.00	—	—	—	—	—	—
Waltham,	—	—	12.00	.30	1½ T.	—	—	—	—
<i>Flymen (Vaudeville Houses).</i>									
Boston,	—	—	20.00	.50	.50	—	—	—	—
Fall River,	—	—	15.00	.35	.50	—	—	—	—
Framingham,	—	—	10.00	.30	1½ T.	—	—	—	—
Haverhill,	—	—	18.00	.50	1½ T.	—	—	—	—
Haverhill (small houses),	—	—	16.80	—	1½ T.	—	—	—	—
Holyoke,	1.25	—	² 15.00	.35	2.70	—	—	—	—
Lawrence,	—	—	18.00	.50	1½ T.	—	—	—	—
Lawrence (small houses),	—	—	16.80	—	1½ T.	—	—	—	—
Lowell,	—	—	16.25	.40	.60	—	—	—	—
Natick,	—	—	10.00	.30	1½ T.	—	—	—	—
New Bedford,	—	—	17.20	.40	.70	—	—	—	—
Newton,	—	—	10.00	.30	1½ T.	—	—	—	—
North Adams,	—	—	14.00	—	—	—	—	—	—
Salem,	1.25	—	—	.50	.50	—	—	—	—
Springfield,	1.75	—	18.00	.40	—	—	—	—	—
Taunton,	—	—	15.00	—	—	—	—	—	—
Waltham,	—	—	10.00	.30	1½ T.	—	—	—	—
Worcester,	—	—	16.00	Reg.	2 T.	—	—	—	—
<i>Flymen (Theatre Not Stated).</i>									
Fitchburg,	1.25	—	13.50	.40	.40	—	—	—	—
<i>Grips (Combination Houses).</i>									
Boston,	1.75	—	—	.50	.50	—	—	—	—
Fall River,	¹ 1.25	—	15.00	.35	.50	—	—	—	—
Holyoke,	1.25	—	² 15.00	.35	2.70	—	—	—	—
Lawrence,	1.50	—	—	.50	1½ T.	—	—	—	—
Lowell,	1.50	—	—	.40	³ .60	—	—	—	—
New Bedford,	—	—	17.20	.40	.70	—	—	—	—

¹ Rate for evening performance; \$1 for afternoon performance.² For work on Sunday, \$3.³ For performance on Sunday, time and one-half (\$2.25).⁴ For 10 performances.⁵ For extra performances, \$1.50 for each performance.

TABLE 11. THEATRICAL EMPLOYMENT — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY —			OVERTIME		HOURS OF LABOR			
	Per- form- ance	Day	Week	Rate an Hour	Rate an Hour on Sun- day	DAY		Week	Number of Months Weekly Half- holiday in Effect
Theatrical Employees									
— Con.									
<i>Grips (Combination Houses)</i>									
— Con.									
North Adams,	\$1.00	—	—	\$0.30	—	—	—	—	—
Northampton,	1.00	—	\$13.50	.30	2 T.	—	—	—	—
Salem,	1.25	—	—	.50	\$0.50	—	—	—	—
Springfield,	1.50	—	16.00	1.40	.80	—	—	—	—
Taunton,	—	—	15.00	—	—	—	—	—	—
Worcester,	1.50	—	16.00	Reg.	2 T.	—	—	—	—
<i>Grips (Stock Theatres).</i>									
Brockton,	1.00	—	—	—	—	—	—	—	—
Fall River,	—	—	18.00	.35	.50	—	—	—	—
Holyoke,	1.25	—	² 15.00	.35	2.70	—	—	—	—
Lawrence,	—	—	³ 18.00	4—	1½ T.	—	—	—	—
Lawrence (small stock),	1.50	—	—	—	1½ T.	—	—	—	—
Lowell,	1.50	—	—	.40	6.60	—	—	—	—
New Bedford,	—	—	17.20	.40	.70	—	—	—	—
Northampton,	1.00	—	—	.30	2 T.	—	—	—	—
Salem,	1.25	—	—	.50	.50	—	—	—	—
Springfield,	1.50	—	16.00	1.40	.80	—	—	—	—
Taunton,	—	—	15.00	—	—	—	—	—	—
Waltham,	—	—	12.00	.30	1½ T.	—	—	—	—
<i>Grips (Vaudeville Houses).</i>									
Boston,	—	—	20.00	.50	.50	—	—	—	—
Fall River,	—	—	15.00	.35	.50	—	—	—	—
Framingham,	—	—	10.00	.30	1½ T.	—	—	—	—
Haverhill,	—	—	18.00	.50	1½ T.	—	—	—	—
Haverhill (small houses),	—	—	16.80	—	1½ T.	—	—	—	—
Holyoke,	1.25	—	² 15.00	.35	2.70	—	—	—	—
Lawrence,	—	—	18.00	.50	1½ T.	—	—	—	—
Lawrence (small houses),	—	—	16.80	—	1½ T.	—	—	—	—
Lowell,	—	—	16.25	.40	.60	—	—	—	—
Natick,	—	—	10.00	.30	1½ T.	—	—	—	—
New Bedford,	—	—	17.20	.40	.70	—	—	—	—
Newton,	—	—	10.00	.30	1½ T.	—	—	—	—
North Adams,	1.00	—	—	—	—	—	—	—	—
Salem,	1.25	—	—	.50	.50	—	—	—	—
Springfield,	1.50	—	16.00	1.40	.80	—	—	—	—
Taunton,	—	—	15.00	—	—	—	—	—	—
Waltham,	—	—	10.00	.30	1½ T.	—	—	—	—
Worcester,	—	—	16.00	Reg.	2 T.	—	—	—	—
<i>Grips (Theatre not stated).</i>									
Fitchburg,	1.25	—	13.50	.40	.40	—	—	—	—
<i>Lighting Operators (Combina- tion Houses).</i>									
Boston:									
Bridge,	1.50	—	12.00	.50	.50	—	—	—	—
Front,	1.75	—	14.00	.50	.50	—	—	—	—
Stage,	1.50	—	12.00	.50	.50	—	—	—	—
Brockton,	1.00	—	—	—	—	—	—	—	—
Fall River (afternoon),	1.00	—	—	.35	.50	—	—	—	—
Fall River (evening),	1.25	—	—	.35	.50	—	—	—	—
Holyoke,	1.25	—	—	.35	.70	—	—	—	—
Lowell, ⁶	1.50	—	—	.40	6.60	—	—	—	—

¹ For rehearsals after midnight, 80 cents an hour.² For work on Sunday, \$3.³ For 10 performances.⁴ For extra performances, \$1.50 for each performance.⁵ For performance on Sunday, time and one-half (\$2.25).⁶ Bridge, front, and stage operators receive same rates.

TABLE 11. THEATRICAL EMPLOYMENT — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY —			OVERTIME		HOURS OF LABOR			
	Per- form- ance	Day	Week	Rate an Hour	Rate an Hour on Sun- day	DAY		Week	Number of Months Weekly Half- holiday in Effect
						Mon- day to Fri- day	Sat- urday		
Theatrical Employees — Con.									
<i>Lighting Operators (Combina- tion Houses) — Con.</i>									
New Bedford,	-	-	\$20.00	-	-	-	-	-	-
North Adams,	\$1.00	-	-	-	-	-	-	-	-
Northampton (front),	1.50	-	-	\$0.30	2 T.	-	-	-	-
Northampton (stage),	1.00	-	-	.30	2 T.	-	-	-	-
Salem,	1.25	-	-	.50	\$0.50	-	-	-	-
Springfield:									
Bridge and fly,	1.25	-	-	-	-	-	-	-	-
Front,	1.50	-	-	-	-	-	-	-	-
Stage,	1.00	-	-	-	-	-	-	-	-
Worcester:									
Bridge,	1.50	-	-	-	-	-	-	-	-
Front,	1.50	-	-	-	-	-	-	-	-
Stage,	1.00	-	-	-	-	-	-	-	-
<i>Lighting Operators (Stock Theatres).</i>									
Brockton,	1.00	-	-	-	-	-	-	-	-
Holyoke,	1.25	-	-	.35	.70	-	-	-	-
New Bedford,	-	-	20.00	-	-	-	-	-	-
Northampton (front),	1.50	-	-	.30	2 T.	-	-	-	-
Northampton (stage),	1.00	-	-	.30	2 T.	-	-	-	-
Salem,	1.25	-	-	.50	.50	-	-	-	-
Springfield:									
Bridge and fly,	1.25	-	-	-	-	-	-	-	-
Front,	1.50	-	-	-	-	-	-	-	-
Stage,	1.00	-	-	-	-	-	-	-	-
<i>Lighting Operators (Vaudeville Houses).</i>									
Boston:									
Bridge,	1.50	-	18.00	.50	.50	-	-	-	-
Front,	1.75	-	21.00	.50	.50	-	-	-	-
Stage,	1.50	-	18.00	.50	.50	-	-	-	-
Holyoke,	1.25	-	-	.35	.70	-	-	-	-
Lowell, ¹	1.50	-	-	.40	2.60	-	-	-	-
New Bedford,	-	-	20.00	-	-	-	-	-	-
North Adams,	1.00	-	-	-	-	-	-	-	-
Salem,	1.25	-	-	.50	.50	-	-	-	-
Springfield:									
Bridge and fly,	1.25	-	-	-	-	-	-	-	-
Front,	1.50	-	-	-	-	-	-	-	-
Stage,	1.00	-	-	-	-	-	-	-	-
Worcester (front),	-	-	18.00	.50	2 T.	-	-	-	-
Worcester (stage),	1.00	-	-	-	-	-	-	-	-
<i>Lighting Operators (Theatre Not Stated).</i>									
Haverhill,	1.50	-	-	-	1½ T.	-	-	-	-
Lawrence,	1.50	-	-	-	1½ T.	-	-	-	-
<i>Moving Picture Operators.</i>									
Boston,	-	-	20.00	4.75	4.75	7	7	42	-
Brockton,	-	-	20.00	-	-	6½	6½	39	-
Fall River,	-	-	16.00	-	.50	-	-	-	-

¹ Bridge, front, and stage operators receive same rates.² For performance on Sunday, time and one-half (\$2.25).³ When 49 hours is worked continuously (7 hours on Sunday), \$4 extra is added to week's pay.⁴ Or fraction of an hour.

TABLE 11. THEATRICAL EMPLOYMENT — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY —			OVERTIME		HOURS OF LABOR			
	Per- formance	Day	Week	Rate an Hour	Rate an Hour on Sun- day	DAY		Week	Number of Months Weekly Half- holiday in Effect
Theatrical Employees — Con.									
<i>Moving Picture Operators</i> — Con.									
Fitchburg,	-	-	\$18.00	\$0.40	\$0.40	6	6	36	-
Haverhill,	-	¹ \$3.15	-	.75	1.75	-	-	44	-
Holyoke,	-	² 4.50	26.00	-	-	6	6	³ 42	-
Lawrence,	-	¹ 3.15	-	.75	1.75	-	-	44	-
Lowell,	-	3.00	21.00	.75	.75	8	8	56	-
Lynn (two shows daily), . . .	-	-	20.00	-	-	6	6	36	-
Lynn (seven shows weekly), . .	-	-	18.00	-	-	-	-	-	-
New Bedford,	-	⁴ 3.25	19.50	Reg.	⁴ -	-	-	36	-
Northampton:									
Picture houses, two shows daily,	-	-	18.00	.50	5.75	7	7	42	-
Picture houses, evenings, Saturday and holiday matinees,	-	-	16.00	-	5.75	-	-	-	-
Vaudeville houses,	-	-	20.00	-	2 T.	-	-	-	-
Salem (two shows daily), . . .	-	-	20.00	-	-	6	6	36	-
Salem (seven shows weekly), . .	-	-	18.00	-	-	-	-	-	-
Springfield: ⁵									
First operators (theatres seating over 300),	-	-	21.00	.50	.50	⁷ 10- 12	⁷ 10- 12	-	-
First operators (theatres seating over 300),	-	-	20.00	.50	.50	⁷ 7- 10	⁷ 7- 10	-	-
First operators (theatres seating 300 or less),	-	-	20.00	.50	.50	⁷ 10- 12	⁷ 10- 12	-	-
First operators (theatres seating 300 or less),	-	-	20.00	.50	.50	⁷ 7- 10	⁷ 7- 10	-	-
Second operators (theatres seating over 300),	-	-	19.00	.50	.50	⁷ 10- 12	⁷ 10- 12	-	-
Second operators (theatres seating over 300),	-	-	18.00	.50	.50	⁷ 7- 10	⁷ 7- 10	-	-
Second operators (theatres seating 300 or less),	-	-	18.00	.50	.50	⁷ 10- 12	⁷ 10- 12	-	-
Second operators (theatres seating 300 or less),	-	-	15.00	.50	.50	⁷ 7- 10	⁷ 7- 10	-	-
Operators (two daily per- formances),	-	-	20.00	.50	.50	6	6	36	-
Operators (two daily per- formances),	-	-	22.00	.50	.50	7	7	42	-
Operators (straight stock), . .	-	-	20.00	.50	.50	-	-	-	-
Operators (straight vaude- ville),	-	-	20.00	.50	.50	6	6	36	-
Operators (straight vaude- ville),	-	-	22.00	.50	.50	7	7	42	-
Taunton,	-	-	20.00	.75	-	7	7	42	-
Waltham,	-	-	20.00	.30	⁸ -	-	-	-	-
Worcester,	-	-	20.00	Reg.	2 T.	6	6	36	-
<i>Property men (Combination Houses).</i>									
Boston,	-	-	22.50	.75	.75	-	-	-	-
Brockton,	-	-	12.00	-	-	-	-	-	-
Fall River,	-	-	15.00	.35	.50	-	-	-	-

¹ Rate for Sunday performance, \$4.15.² When working nights only, paid \$2.25 for not more than 3 hours; Sunday night paid \$3.50 for not more than 3 hours.³ Work on Sunday not to exceed 6 hours.⁴ Paid \$5 on Sunday unless 4 Sundays in succession are worked, when \$3.25 is paid.⁵ Paid \$5 on Sunday for a performance of 6 hours; over 6 hours paid at rate of 75 cents an hour.⁶ Does not include special performance rates or part-time rates.⁷ Hours of continuous performance.⁸ Receive \$4 for Sunday work; other overtime, time and one-half.

TABLE 11. THEATRICAL EMPLOYMENT — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES WHEN PAID BY —			OVERTIME		HOURS OF LABOR			Number of Months Weekly Half-holiday in Effect
	Performance	Day	Week	Rate an Hour	Rate an Hour on Sunday	DAY		Week	
						Monday to Friday	Saturday		
Theatrical Employees									
— Con.									
<i>Property men (Combination Houses) — Con.</i>									
Holyoke,	—	\$3. 50	\$16. 50	\$0. 35	—	—	—	—	—
Lawrence,	—	—	18. 00	—	1½ T.	—	—	—	—
Lowell,	—	—	15. 00	.40	\$0. 60	—	—	—	—
New Bedford,	—	—	16. 20	.40	.70	—	—	—	—
North Adams,	—	—	15. 00	—	—	—	—	—	—
Northampton,	—	3. 50	18. 00	—	2 T.	—	—	—	—
Salem,	—	—	17. 00	.50	.50	—	—	—	—
Springfield,	—	4. 00	20. 00	—	.80	—	—	—	—
Taunton,	—	—	14. 00	—	—	—	—	—	—
Worcester,	—	—	16. 00	Reg.	2 T.	—	—	—	—
<i>Property men (Stock Theatres).</i>									
Brockton,	—	—	12. 00	—	—	—	—	—	—
Fall River,	—	—	20. 00	.35	.50	—	—	—	—
Holyoke,	—	3. 50	16. 50	.35	—	—	—	—	—
Lawrence,	—	—	20. 00	—	1½ T.	—	—	—	—
Lawrence (small stock),	—	—	18. 00	—	1½ T.	—	—	—	—
Lowell,	—	—	20. 00	.40	.60	—	—	—	—
New Bedford,	—	—	16. 20	.40	.70	—	—	—	—
Northampton,	—	—	20. 00	—	2 T.	—	—	—	—
Salem,	—	—	19. 00	.50	.50	—	—	—	—
Springfield,	—	4. 00	20. 00	—	.80	—	—	—	—
Taunton,	—	—	14. 00	—	—	—	—	—	—
Waltham,	—	—	15. 00	.30	1½ T.	—	—	—	—
<i>Property men (Vaudeville Houses).</i>									
Boston,	—	—	20. 00	.75	.75	—	—	—	—
Brockton,	—	—	12. 00	—	—	—	—	—	—
Fall River,	—	—	15. 00	.35	.50	—	—	—	—
Framingham,	—	—	14. 00	.30	1½ T.	—	—	—	—
Haverhill,	—	—	18. 00	.50	1½ T.	—	—	—	—
Haverhill (small houses),	—	—	15. 00	—	1½ T.	—	—	—	—
Holyoke,	—	3. 50	16. 50	.35	—	—	—	—	—
Lawrence,	—	—	18. 00	.50	1½ T.	—	—	—	—
Lawrence (small houses),	—	—	15. 00	—	1½ T.	—	—	—	—
Lowell,	—	—	16. 50	.40	.60	—	—	—	—
Natick,	—	—	14. 00	.30	1½ T.	—	—	—	—
New Bedford,	—	—	16. 20	.40	.70	—	—	—	—
Newton,	—	—	14. 00	.30	1½ T.	—	—	—	—
North Adams,	—	—	15. 00	—	—	—	—	—	—
Salem,	—	—	15. 00	.50	.50	—	—	—	—
Springfield,	—	4. 00	20. 00	—	.80	—	—	—	—
Taunton,	—	—	14. 00	—	—	—	—	—	—
Waltham,	—	—	14. 00	.30	1½ T.	—	—	—	—
Worcester,	—	—	16. 00	Reg.	2 T.	—	—	—	—
<i>Property men (Theatre Not Stated).</i>									
Fitchburg,	\$1. 25	—	15. 00	.40	.40	—	—	—	—
<i>Property men, Assistant (Combination Houses).</i>									
Springfield,	—	—	12. 00	.25	2 T.	—	—	—	—
<i>Property men, Assistant (Stock Theatres).</i>									
Springfield,	—	—	12. 00	.25	2 T.	—	—	—	—
<i>Property men, Assistant (Vaudeville Houses).</i>									
Haverhill,	—	—	18. 00	.50	1½ T.	—	—	—	—
Lawrence,	—	—	18. 00	.50	1½ T.	—	—	—	—
Springfield,	—	—	12. 00	.25	2 T.	—	—	—	—

TABLE 12. WOOD WORKING AND UPHOLSTERING.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME ¹		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Boxmakers.										
Boston (cigar):										
Compositors (wood printing),	-	-	\$19.00	1½ T.	1½ T.	8½	4½	48	12	
Embossers,	-	-	17.00	1½ T.	1½ T.	8½	4½	48	12	
Foremen,	-	-	21.00	1½ T.	1½ T.	8½	4½	48	12	
Hingers,	-	-	15.00	1½ T.	1½ T.	8½	4½	48	12	
Nailers (bench),	-	-	16.00	1½ T.	1½ T.	8½	4½	48	12	
Nailers (bottom),	-	-	15.00	1½ T.	1½ T.	8½	4½	48	12	
Nailers (frame),	-	-	15.00	1½ T.	1½ T.	8½	4½	48	12	
Nailers (single),	-	-	16.00	1½ T.	1½ T.	8½	4½	48	12	
Nailers (top),	-	-	14.00	1½ T.	1½ T.	8½	4½	48	12	
Planers,	-	-	17.00	1½ T.	1½ T.	8½	4½	48	12	
Printers,	-	-	17.00	1½ T.	1½ T.	8½	4½	48	12	
Sawyers,	-	-	17.00	1½ T.	1½ T.	8½	4½	48	12	
Shippers,	-	-	15.00	1½ T.	1½ T.	8½	4½	48	12	
Trimmers,	-	-	17.00	1½ T.	1½ T.	8½	4½	48	12	
Woodpickers,	-	-	15.00	1½ T.	1½ T.	8½	4½	48	12	
Lawrence:										
Foremen,	-	-	14.00	-	-	9¾	5¼	54	12	
Helpers,	-	-	9.00	-	-	9¾	5¼	54	12	
Nailers,	-	-	12.00	-	-	9¾	5¼	54	12	
Planer hands,	-	-	8.00	-	-	9¾	5¼	54	12	
Sawyers,	-	-	12.00	-	-	9¾	5¼	54	12	
Carpenters.										
Bench Hands.										
Boston (Unions A and B), . .	\$0.45	{ \$3.82½ 3.90	21.15 21.60	2 T.	2 T.	{ 8½ 8	4½ 4	47 48	12	
Marlborough, . . . . .	.47½	3.80	20.90	2 -	2 T.	8	4	44	
Newton, . . . . .	.42	-	-	2 T.	2 T.	8½	4½	48	12
Somerville, . . . . .	.45	3.90	21.60	2 T.	2 T.	8½	4½	48	12
Waltham, . . . . .	.45	-	-	2 T.	2 T.	8½	4½	48	12
Worcester, . . . . .	.33½	-	-	1½ T.	2 T.	9	5	50	12
Cabinet Makers.										
Athol (first class), . . . . .	.33½	{ 3.00 3.82½	18.00 21.15	1½ T.	2 T.	{ 9 8½	9 4½	54 47	12
Boston (first class), . . . . .	.45	{ 3.90 3.90	21.60 21.60	2 T.	2 T.	{ 8½ 8½	4½ 4½	48 48	
Lynn, . . . . .	.42	-	-	3 -	4 -	9	5	50	12
Salem (first class), . . . . .	.44	-	-	2 T.	5 -	9	5	50	12
Salem (second class), . . . . .	.40	-	-	2 T.	5 -	9	5	50	12
Worcester (first class), . . . . .	.33½	-	-	1½ T.	2 T.	9	5	50	12
Worcester (second class), . . . . .	.30	-	-	1½ T.	2 T.	9	5	50	12
Helpers.										
Lynn (mill or shop), . . . . .	.28	-	-	3 -	4 -	9	5	50	12
Waltham, . . . . .	.32	-	-	2 T.	2 T.	8½	4½	48	12
Williamstown, . . . . .	.37½	3.00	18.00	1½ T.	2 T.	8	8	48	-
Mill Hands (General).										
Boston, . . . . .	.45	3.90	21.60	2 T.	2 T.	8½	4½	48	12
Brockton,	-	-	22.00	6 -	2 T.	-	5	47	12	
Holyoke,	-	2.50	-	-	-	9	5	50	12	
Marlborough, . . . . .	.47½	3.80	20.90	2 -	2 T.	8	4	44	12
Maynard, . . . . .	.25	-	13.50	1½ T.	1½ T.	9¾	5¼	54	12

¹ For explanation of symbols, see note 1 on page 8.² Before 9 P.M. time and one-half; after 9 P.M. double time.³ Time and one-half, except on Saturday afternoons, triple time.⁴ Double time, except on Labor Day, triple time.⁵ Sundays and Labor Day, triple time; other holidays, double time.⁶ Time and one-half, except after 10 P.M. and on Saturday afternoons, double time.

TABLE 12. WOOD WORKING AND UPHOLSTERING — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Carpenters — Con.									
<i>Mill Hands (General) — Con.</i>									
Salem (first class),	\$0.40	-	-	2 T.	1 -	9	5	50	12
Salem (second class), . . .	.30½	-	-	2 T.	1 -	9	5	50	12
Taunton,	-	-	\$15.00	-	-	9	9	54	-
Worcester, . . . . .	.33⅓	-	-	1½ T.	2 T.	9	5	50	12
<i>Molders, Wood.</i>									
Boston (irregular and straight), . . . . .	.45	{ \$3.82½ 3.90	21.15 21.60	2 T.	2 T.	{ 8½ 8⅔	4½ 4⅔	47 48	12
Everett (irregular and straight), . . . . .	.45	-	-	2 T	2 T.	8⅔	4⅔	48	12
Lynn (first class), . . . .	.42	-	-	2 -	3 -	9	5	50	12
Lynn (second class), . . . .	.37½	-	-	2 -	3 -	9	5	50	12
Newton (irregular and straight), . . . . .	.42	-	-	2 T.	2 T.	8⅔	4⅔	48	12
Salem (first class), . . . .	.44	-	-	2 T.	1 -	9	5	50	12
Salem (second class), . . . .	.40	-	-	2 T.	1 -	9	5	50	12
Salem (irregular), . . . . .	.44	-	-	2 T.	1 -	9	5	50	12
Waltham (irregular), . . . .	.45	-	-	2 T.	2 T.	8⅔	4⅔	48	12
Worcester (irregular and straight), . . . . .	.42	-	-	1½ T.	2 T.	9	5	50	12
<i>Planer Hands.</i>									
Boston, . . . . .	.40	{ 3.40 3.47	18.80 19.20	2 T.	2 T.	{ 8½ 8⅔	4½ 4⅔	47 48	12
Everett, . . . . .	.43	-	-	2 T.	2 T.	8⅔	4⅔	48	12
Lynn (first class), . . . . .	.42	-	-	2 -	3 -	9	5	50	12
Lynn (second class), . . . .	.37½	-	-	2 -	3 -	9	5	50	12
Salem, . . . . .	.36½	-	-	2 T.	1 -	9	5	50	12
Worcester, . . . . .	.33⅓	-	-	1½ T.	2 T.	9	5	50	12
<i>Sanders.</i>									
Boston, . . . . .	.40	{ 3.40 3.47	18.80 19.20	2 T.	2 T.	{ 8½ 8⅔	4½ 4⅔	47 48	12
Everett, . . . . .	.43	-	-	2 T.	2 T.	8⅔	4⅔	48	12
Newton, . . . . .	.38	-	-	2 T.	2 T.	8⅔	4⅔	48	12
Waltham, . . . . .	.40	-	-	2 T.	2 T.	8⅔	4⅔	48	12
Worcester, . . . . .	.33⅓	-	-	1½ T.	2 T.	9	5	50	12
<i>Sawyers.</i>									
Boston, . . . . .	.45	{ 3.82½ 3.90	21.15 21.60	2 T.	2 T.	{ 8½ 8⅔	4½ 4⅔	47 48	12
Everett, . . . . .	.43	-	-	2 T.	2 T.	8⅔	4⅔	48	12
Lynn (first class), . . . . .	.42	-	-	2 -	3 -	9	5	50	12
Lynn (second class), . . . .	.37½	-	-	2 -	3 -	9	5	50	12
Newton, . . . . .	.42	-	-	2 T.	2 T.	8⅔	4⅔	48	12
Salem, . . . . .	.33½	-	-	2 T.	1 -	9	5	50	12
Worcester, . . . . .	.33⅓	-	-	1½ T.	2 T.	9	5	50	12
<i>Sawyers and Resawers, Band.</i>									
Boston, . . . . .	.40	3.47	19.20	2 T.	2 T.	8⅔	4⅔	48	12
Newton, . . . . .	.42	-	-	2 T.	2 T.	8⅔	4⅔	48	12
Waltham, . . . . .	.45	-	-	2 T.	2 T.	8⅔	4⅔	48	12
<i>Shippers.</i>									
Everett, . . . . .	.40	-	-	2 T.	2 T.	8⅔	4⅔	48	12
Newton, . . . . .	.38	-	-	2 T.	2 T.	8⅔	4⅔	48	12
Waltham, . . . . .	.40	-	-	2 T.	2 T.	8⅔	4⅔	48	12

¹ Sundays and Labor Day, triple time; other holidays, double time.² Time and one-half, except on Saturday afternoons, triple time.³ Double time, except on Labor Day, triple time.

TABLE 12. WOOD WORKING AND UPHOLSTERING — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Carpenters — Con.										
<i>Shop Carpenters.</i>										
Boston,	\$0.45	{ \$3.82½ 3.90	\$21.15 21.60	} 2 T.	2 T.	{ 8½ 8½	4½ 4½	47 48	} 12	
Clinton, . . . . .	.25	-	-	1½ T.	2 T.	10	4	54	
Holyoke,	-	2.75	-	-	-	9	5	50		
Marlborough, . . . . .	.47½	3.80	20.90	1 -	2 T.	8	4	44	
Southbridge, . . . . .	.25	2.50	15.00	-	-	10	10	60	
Worcester,	1.25	-	-	1½ T.	2 T.	9	5	50	12	
<i>Stock Cutters.</i>										
Boston, . . . . .	.43	{ 3.65½ 3.73	20.21 20.64	} 2 T.	2 T.	{ 8½ 8½	4½ 4½	47 48	} 12
Everett, . . . . .	.40	-	-	2 T.	2 T.	8½	4½	48	
Newton, . . . . .	.42	-	-	2 T.	2 T.	8½	4½	48	
Salem (first class), . . . . .	.44	-	-	2 T.	2 -	9	5	50	
Salem (second class), . . . . .	.40	-	-	2 T.	2 -	9	5	50	
Waltham, . . . . .	.45	-	-	2 T.	2 T.	8½	4½	48	12
Worcester, . . . . .	.35½	-	-	1½ T.	2 T.	9	5	50	12
<i>Stock Fitters.</i>										
Boston, . . . . .	.45	3.90	21.60	2 T.	2 T.	8½	4½	48	12
Everett, . . . . .	.40	-	-	2 T.	2 T.	8½	4½	48	12
Lynn (first class), . . . . .	.42	-	-	3 -	4 -	9	5	50	12
Lynn (second class), . . . . .	.37½	-	-	3 -	4 -	9	5	50	12
Salem (first class), . . . . .	.44	-	-	2 T.	2 -	9	5	50	12
Salem (second class), . . . . .	.40	-	-	2 T.	2 -	9	5	50	12
<i>Turners.</i>										
Boston, . . . . .	.45	{ 3.82½ 3.90	21.15 21.60	} 2 T.	2 T.	{ 8½ 8½	4½ 4½	47 48	} 12
Everett, . . . . .	.43	-	-	2 T.	2 T.	8½	4½	48	
Lynn, . . . . .	.42	-	-	3 -	4 -	9	5	50	
Newton, . . . . .	.42	-	-	2 T.	2 T.	8½	4½	48	
Salem (first class), . . . . .	.44	-	-	2 T.	2 -	9	5	50	
Salem (second class), . . . . .	.40	-	-	2 T.	2 -	9	5	50	12
Waltham, . . . . .	.45	-	-	2 T.	2 T.	8½	4½	48	12
Worcester, . . . . .	.35½	-	-	1½ T.	2 T.	9	5	50	12
Pattern Makers, Wood.										
Boston, . . . . .	.45	-	-	1½ T.	2 T.	9	5	50	12
Fitchburg, . . . . .	.37½	-	-	1½ T.	1½ T.	10	5	55	12
Fitchburg (job), . . . . .	.40	-	-	1½ T.	1½ T.	10	5	55	12
Lynn, . . . . .	.43	-	-	1½ T.	1½ T.	10	5	55	12
Pittsfield, . . . . .	.41	4.10	22.55	1½ T.	-	10	5	55	12
Worcester, . . . . .	.37½	-	-	1½ T.	2 T.	10	5	55	12
Worcester (job), . . . . .	.40	-	-	1½ T.	2 T.	10	5	55	12
Upholsterers.										
Boston,	-	-	23.00	1½ T.	2 T.	8½	5	47½	12	
<i>Carpet Mechanics.</i>										
Boston (cutters),	-	-	23.00	1½ T.	2 T.	8	8	48	3	
Boston (layers),	-	-	19.50	1½ T.	2 T.	8	8	48	3	
Wood Carvers.										
Boston,	-	-	17.00	2 T.	2 T.	8	4	44	12	

¹ Before 9 P.M., time and one-half; after 9 P.M., double time.² Sundays and Labor Day, triple time; other holidays, double time.³ Time and one-half, except on Saturday afternoons, triple time.⁴ Double time, except on Labor Day, triple time.

TABLE 13. MISCELLANEOUS TRADES.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME ¹		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Bill Posters and Billers.										
Boston, ²	-	-	\$15.00	1½ T.	1½ T.	3 8	3 8	3 48	3 3	
Boston (foremen), ²	-	-	17.00	1½ T.	1½ T.	3 8	3 8	3 48	3 3	
Springfield,	\$0.25	\$2.25	13.50	1½ T.	2 T.	9	9	54	-	
Clerks.										
<i>Steamship Clerks.</i>										
Boston, . . . . .	.25	2.50	15.00	\$0.27½	\$0.27½	10	9	59	-
Boston (fruit cargoes), . . . . .	.40	-	-	.50	1½ T.	10	9	59	-
<i>Wine Clerks.</i>										
Worcester,	-	2.67	16.00	2 T.	2 T.	10	10	60	-	
Electrical Workers (Outsidemen).										
<i>Apprentices.</i>										
Boston:										
First year, . . . . .	.25	2.00	12.00	1½ T.	1½ T.	-	-	48	-
Second year, . . . . .	.31½	2.50	15.00	1½ T.	1½ T.	-	-	48	-
Third year, . . . . .	.34½	2.75	16.50	1½ T.	1½ T.	-	-	48	-
<i>Linemen.</i>										
Boston, . . . . .	.43¾	3.50	21.00	1½ T.	1½ T.	-	-	48	-
Fall River, . . . . .	.31	-	-	1½ T.	2 T.	8	8	48	-
Framingham,	-	3.05	-	1½ T.	1½ T.	9	9	54	-	
Lynn, . . . . .	.33½	3.00	18.00	1½ T.	1½ T.	9	9	54	-
<i>Linemen's Helpers.</i>										
Lynn (less than two years' service), . . . . .	.25	2.25	13.50	1½ T.	1½ T.	9	9	54	-
Electrical Workers (Shop Workmen).										
Quincy, . . . . .	.50	-	-	4 -	5 -	8	4	44	12
Quincy (apprentices):										
First year, . . . . .	.16	1.28	7.04	4 -	5 -	8	4	44	12
Second year, . . . . .	.25	2.00	11.00	4 -	5 -	8	4	44	12
Third year, . . . . .	.35	2.80	15.40	4 -	5 -	8	4	44	12
Fish Workers.										
Gloucester (handlers), . . . . .	.30	2.70	16.20	Reg.	Reg.	9	6 9	6 54	6 3
Gloucester (splitters), . . . . .	.35	3.50	21.00	Reg.	1½ T.	10	7 10	7 60	7 3
Glass Workers.										
New Bedford:										
Blockers,	-	5.50	27.50	-	-	9	8 -	8 45	-	
Blowers,	-	6.00	30.00	-	-	9	8 -	8 45	-	
Gaffers,	-	7.00	35.00	-	-	9	8 -	8 45	-	
Gatherers,	-	3.50	17.50	-	-	9	8 -	8 45	-	
Pressers,	-	5.00	25.00	-	-	9	8 -	8 45	-	

¹ For explanation of symbols, see note 1 on page 8.² Among billers are included bannerers, card tackers, and lithographers.³ During 3 months, 9 hours on 5 days and 5 hours on Saturday, 50 hours a week.⁴ Time and one-half before midnight; double time from midnight to 8 A.M.⁵ Double time on Sundays and holidays; no work on Labor Day.⁶ Five hours on Saturday; 50 hours a week, during 3 months.⁷ Five hours on Saturday; 55 hours a week, during 3 months.⁸ If working on Saturday, then 4½ hours, making a total of 49½ hours a week.

TABLE 13. MISCELLANEOUS TRADES — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sun-days and Holi-days (Hour)	Mon-day to Fri-day	Sat-urday		
Harness Makers.									
Boston:									
Fitters and finishers (coach and buggy repair work),	-	-	\$19.50	1½ T.	2 T.	9	18	1 53	14
Fitters and finishers (team and express repair work),	-	-	18.00	1½ T.	2 T.	9	18	1 53	14
Machine operators (team and express work),	-	-	19.00	1½ T.	2 T.	9	18	1 53	14
Saddle and collar makers,	-	-	19.00	1½ T.	2 T.	9	18	1 53	14
Stitchers,	-	-	15.00	1½ T.	2 T.	9	18	1 53	14
Leather Handlers.									
Boston:									
Handlers,	-	\$2.50	15.00	\$0.50	\$0.50	8½	5½	48	12
Shippers,	-	2.83	17.00	.50	.50	8½	5½	48	12
Sorters,	-	2.83	17.00	.50	.50	8½	5½	48	12
Weighers,	-	2.83	17.00	.50	.50	8½	5½	48	12
Leather Workers.									
Lowell:									
Buffers,	\$0.38	3.42	18.62	1½ T.	2 T.	9	4	49	12
Finishers, . . . . .	.40	3.60	19.60	1½ T.	2 T.	9	4	49	12
Shavers, machine, . . . .	.40	3.60	19.60	1½ T.	2 T.	9	4	49	12
Stakers, . . . . .	.30	2.70	14.70	1½ T.	2 T.	9	4	49	12
Tackers, . . . . .	.33	2.97	16.17	1½ T.	2 T.	9	4	49	12
Trimmers, . . . . .	.25	2.25	12.25	1½ T.	2 T.	9	4	49	12
Longshoremen.									
Boston:									
Bulk cargo, day, . . . .	.35	-	-	-	.60	10	9	59	-
Bulk cargo, night, . . .	.50	-	-	-	.60	10	9	59	-
Coal handlers (dock men),	-	2.40	-	1½ T.	1½ T.	9	9	54	-
Coal handlers (trimmers),	.35	-	-	.40	.40	9	9	54	-
General cargo, day, . . .	.33	-	-	-	.60	10	9	59	-
General cargo, night, . .	.50	-	-	-	.60	10	9	59	-
Grain cargo, day, . . . .	.50	-	-	-	.60	10	9	59	-
Grain cargo, night, . . .	.60	-	-	-	.60	10	9	59	-
Sugar, molasses, orange, and lemon, etc., cargoes, day, . . . . .	.40	-	-	-	.60	10	9	59	-
Sugar, molasses, orange, and lemon, etc., cargoes, night,	2.50	-	-	-	.60	10	9	59	-
Meter Workers.									
Boston:									
Apprentices, ³	-	3 -	-	-	-	10	5	55	12
Gas meter repairers, . . .	-	-	17.40	-	-	10	5	55	12
Helpers,	-	-	13.50	-	-	10	5	55	12
Meter adjusters,	-	-	17.10	-	-	10	5	55	12
Painters,	-	-	15.00	-	-	10	5	55	12
Solder toppers,	-	-	12.00	-	-	10	5	55	12
Sail Makers.									
Boston, . . . . .	.37½	3.00	18.00	1½ T.	2 T.	48	48	48	45

¹ Five hours on Saturday; 50 hours a week, during 4 months.² From 12.30 A.M. to 5 A.M., 60 cents an hour.³ Scale of \$2, \$2.25, and \$2.50 a day.⁴ On five days 8¾ hours each, on Saturday, 4¾ hours during 5 months.

TABLE 13. MISCELLANEOUS TRADES—CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Ship Carpenters.									
Boston (repair work and new),	-	\$3.50	-	2 T.	2 T.	8	8	48	-
Boston (repairs on wooden tanks),	-	7.00	-	2 T.	2 T.	8	8	48	-
Boston (new wooden tanks),	-	3.50	-	2 T.	2 T.	8	8	48	-
Boston (caulkers, wet dock),	-	4.00	-	-	-	-	-	-	-
Ship Painters.									
Boston,	\$0.55	4.40	\$24.20	2 T.	2 T.	8	4	44	12
Ship Riggers.									
Gloucester, . . . . .	.40	4.00	24.00	1½ T.	2 T.	10	10	60	-
Stationary Engineers (In Charge).									
Boston (first class),	-	-	30.00	1½ T.	1½ T.	2-	2-	-	-
Boston (second class),	-	-	25.00	1½ T.	1½ T.	2-	2-	-	-
Boston (third class),	-	-	21.00	1½ T.	1½ T.	2-	2-	-	-
Brockton (first class),	-	-	28.00	1½ T.	-	3 8	3 8	3 48	-
Brockton (second class),	-	-	24.00	1½ T.	-	10	10	60	-
Brockton (third class),	-	-	21.00	1½ T.	-	3 8	3 8	3 48	-
Fall River (first class),	-	-	30.00	-	-	10	10	60	-
Fall River (second class),	-	-	16.00	-	-	8	8	56	-
Fall River (third class),	-	-	12.00	-	-	8	8	56	-
Haverhill (first class),	-	-	25.00	-	1½ T.	10	9	59	-
Haverhill (second class),	-	-	21.00	-	1½ T.	10	9	59	-
Haverhill (third class),	-	-	18.00	-	1½ T.	10	9	59	-
Lynn (first class),	-	-	25.00	-	-	10	4 9	4 59	4 6
Lynn (second class),	-	-	21.00	-	-	10	4 9	4 59	4 6
Lynn (third class),	-	-	18.00	-	-	10	4 9	4 59	4 6
Montague, . . . . .	.31	-	-	-	-	8	8	48	-
Salem (first class),	-	-	26.00	1½ T.	2 T.	9	5 9	5 54	5 6
Salem (second class),	-	-	23.00	1½ T.	2 T.	9	5 9	5 54	5 6
Salem (third class),	-	-	20.00	1½ T.	2 T.	9	5 9	5 54	5 6
Worcester (theatres),	-	-	32.66	2 T.	2 T.	8	8	48	-
Stationary Engineers (Operators or Assistants).									
Boston (first class),	-	-	25.00	1½ T.	1½ T.	2-	2-	-	-
Boston (second class),	-	-	21.00	1½ T.	1½ T.	2-	2-	-	-
Boston (third class),	-	-	18.00	1½ T.	1½ T.	2-	2-	-	-
Brockton (first class),	-	-	24.00	1½ T.	-	3 8	3 8	3 48	-
Brockton (second class),	-	-	21.00	1½ T.	-	10	10	60	-
Brockton (third class),	-	-	19.25	1½ T.	-	3 8	3 8	3 48	-
Haverhill (first class),	-	-	21.00	-	1½ T.	10	9	59	-
Haverhill (second class),	-	-	18.00	-	1½ T.	10	9	59	-
Haverhill (third class),	-	-	15.00	-	1½ T.	10	9	59	-
Lynn (first class),	-	-	21.00	-	-	10	4 9	4 59	4 6
Montague, . . . . .	.26	-	-	-	-	8	8	48	-

¹ Per tide.² In plants running continuously, 8 hours a day; in other plants hours vary according to the shop.³ In factories, 10 hours a day; in gas plants and public works, 8 hours a day.⁴ Some work 5 hours on Saturday, 55 hours a week, for 6 months, some for entire year.⁵ Five hours on Saturday, 50 hours a week, during 6 months.

TABLE 13. MISCELLANEOUS TRADES — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Stationary Engineers (Operators or Assistants) — Con.										
Salem (first class),	—	—	\$23.00	1½ T.	2 T.	9	19	1 54	1 6	
Salem (second class),	—	—	20.00	1½ T.	2 T.	9	19	1 54	1 6	
Worcester (theatres),	—	—	24.50	2 T.	2 T.	8	8	48	—	
Road Rolling Engineers.										
Brockton,	—	—	24.00	1½ T.	—	8	8	48	—	
Holyoke,	\$9.50	\$4.00	22.00	2 T.	2 T.	8	4	44	12	
Lawrence, . . . . .	.37½	3.00	18.00	1½ T.	2 T.	8	8	48	—
Lynn,	—	—	18.00	—	—	10	29	2 59	2 6	
Springfield,	—	—	21.00	1½ T.	2 T.	8	8	48	—	
Stationary Firemen.										
Ash Handlers or Helpers.										
Lynn, . . . . .	.30	2.40	16.80	1½ T.	Reg.	8	8	56	—
Lynn (helpers, working six days),	—	—	15.00	1½ T.	—	12	5	65	12	
Coal Passers.										
Boston,	—	—	16.75	1½ T.	Reg.	8	8	48	—	
Brockton, . . . . .	.25	2.25	15.75	—	Reg.	9	39	3 63	3 3
Fall River (helpers), . . . . .	.16	—	—	—	Reg.	12	12	84	—
Firemen.										
Boston,	—	—	19.50	1½ T.	Reg.	8	8	48	—	
Boston (holding engineers' third class license),	—	—	21.00	1½ T.	Reg.	8	8	48	—	
Boston (ferry boats),	—	—	24.00	1½ T.	Reg.	8	8	48	—	
Brockton,	—	—	19.25	—	Reg.	9	39	3 63	3 3	
Fall River, . . . . .	.18	—	—	—	Reg.	12	12	84	—
Holyoke,	—	—	16.50	Reg.	Reg.	8	8	56	—	
Lynn (one boiler),	—	—	15.00	1½ T.	—	12	5	65	12	
Lynn (two boilers),	—	—	17.50	1½ T.	—	12	5	65	12	
Lynn (two boilers, working seven days),	—	—	19.25	1½ T.	Reg.	8	8	56	—	
New Bedford (two or more boilers), . . . . .	.20	2.40	16.80	Reg.	Reg.	12	12	84	—
Worcester (theatres),	—	—	18.00	\$0.50	\$0.50	8	8	48	—	
Oilers.										
Boston,	—	—	19.50	1½ T.	Reg.	8	8	48	—	
Brockton,	—	—	18.00	—	Reg.	9	39	3 63	3 3	
Fall River, . . . . .	.14	—	—	—	Reg.	12	12	84	—

¹ Five hours on Saturday, 50 hours a week, during 6 months.

² Some work 5 hours on Saturday, 55 hours a week, during 6 months, some for entire year.

³ Fifty hours a week during 3 months, 5 hours on Saturday; no work on Sunday.

B. PUBLIC SERVICE.

TABLE 14. FEDERAL SERVICE.

[Compiled from information furnished by Ordnance Department, United States Army.]

OCCUPATIONS.	DAILY RATES OF WAGES				
	First Class	Second Class	Third Class	Fourth Class	Fifth Class
United States Army Employees, Springfield.¹					
Annealers,	\$2.50	-	-	-	-
Assemblers,	2.50	-	-	-	-
Barrel drillers,	2.50	-	-	-	-
Barrel reamers,	3.00	\$2.50	-	-	-
Barrel riflers,	3.00	-	-	-	-
Barrel rollers,	2.75	-	-	-	-
Barrel turners,	2.50	-	-	-	-
Blacksmiths' helpers,	2.25	-	-	-	-
Browners,	2.75	2.50	-	-	-
Carpenters,	3.75	3.50	\$3.25	-	-
Casehardeners,	3.75	3.00	-	-	-
Die sinkers,	4.75	4.25	4.00	-	-
Dropforgers, ²	4.00	3.75	3.50	\$3.25	\$3.00
Electricians,	3.25	3.00	-	-	-
Engineers,	4.00	3.25	-	-	-
Engineers, assistant,	3.50	-	-	-	-
Farriers,	3.50	-	-	-	-
Filers,	3.50	3.00	2.60	2.50	-
Firemen,	³ 78.90	-	-	-	-
Foremen,	7.00	6.50	-	-	-
Foremen, assistant,	5.00	4.75	4.50	4.25	4.00
Gang bosses,	3.50	-	-	-	-
Gauge makers,	4.25	4.00	3.75	3.50	3.25
Harness makers,	3.00	-	-	-	-
Inspectors,	3.50	3.25	3.00	-	-
Inspectors, chief,	4.50	-	-	-	-
Laborers, common,	2.00	-	-	-	-
Laborers, skilled, ⁴	3.25	3.00	2.75	2.60	2.50
Machine operators,	2.60	-	-	-	-
Machinists,	3.75	3.50	3.25	3.00	-
Machinists' apprentices,	-	-	1.28	.64	-
Masons,	4.40	3.75	3.50	-	-
Master armorers,	⁵ 1,500.00	-	-	-	-
Messengers,	1.75	1.50	1.25	-	-
Messenger boys,	1.50	1.25	-	-	-
Millers,	2.25	2.00	-	-	-
Millwrights,	3.50	-	-	-	-
Oilers,	2.50	2.25	-	-	-
Packers,	2.75	2.25	-	-	-
Painters,	3.50	3.25	-	-	-
Pipefitters,	3.75	-	-	-	-
Platers,	3.75	-	-	-	-
Plumbers,	4.00	-	-	-	-
Polishers,	3.00	2.75	2.60	-	-
Printers,	3.25	3.00	-	-	-
Profilers,	3.00	2.60	2.50	-	-
Punch press operators,	2.75	-	-	-	-
Screw makers,	4.00	3.50	2.50	-	-
Shavers,	2.75	2.50	-	-	-
Stablemen,	³ 71.10	-	-	-	-
Stockers,	3.50	2.85	2.75	-	-
Tappers,	3.00	2.50	-	-	-
Teamsters,	2.25	-	-	-	-
Temperers,	3.75	3.50	3.25	3.00	2.75
Tinners,	3.50	-	-	-	-
Tool grinders,	3.50	3.25	3.00	-	-
Tool makers,	4.25	4.00	3.75	3.50	3.25
Watchmen,	³ 71.10	-	-	-	-
Woodworkers,	3.25	2.75	2.50	-	-
Workmen, skilled, ⁶	3.25	3.00	2.75	2.60	2.50

¹ Eight hours a day, 48 hours a week, with Saturday half-holiday during 3 (summer) months.² Six classes in all; \$2.25 for sixth class.³ Rate per month.⁴ Eight classes in all; sixth class, \$2.25; seventh class, \$2; eighth class, \$1.75.⁵ Rate per annum.⁶ Seven classes in all; sixth class, \$2.25; seventh class, \$2.

TABLE 14. FEDERAL SERVICE — CONTINUED.

[Compiled from information furnished by Navy Yard authorities.¹]

OCCUPATIONS.	DAILY RATES OF WAGES ²			
	First Class	Second Class	Third Class	Fourth Class
United States Navy Yard Employees, Boston.¹				
Block makers,	\$3.12	\$2.88	\$2.64	\$2.40
Boat builders,	3.76	3.52	3.28	2.88
Boiler makers,	3.76	3.52	3.28	3.04
Boiler makers' helpers,	2.40	2.08	1.84	1.60
Box makers,	3.12	2.88	2.64	2.40
Boys,	1.60	1.36	1.12	.88
Cabinet makers,	3.84	3.60	3.36	3.12
Calkers and chippers, iron,	3.36	3.12	2.88	2.64
Calkers, wood,	3.52	3.28	3.04	2.80
Carpenters,	4.00	3.76	3.52	3.28
Cement finishers,	4.00	3.76	3.52	3.28
Chain makers,	4.08	3.60	3.36	3.12
Chain makers' helpers,	2.40	2.08	1.84	1.60
Concrete workers,	2.56	2.40	2.16	1.84
Coopers,	3.12	2.88	2.64	2.40
Coppersmiths,	4.00	3.76	3.52	3.28
Coppersmiths' helpers,	2.24	2.00	1.76	1.52
Die sinkers,	5.04	4.80	4.56	4.32
Dispensary attendants,	2.24	2.00	-	-
Divers,	6.08	-	-	-
Drillers,	3.04	2.80	2.56	2.32
Electricians' helpers,	2.48	2.24	2.00	1.76
Electroplaters,	3.60	3.36	3.12	2.88
Engine tenders (crane and locomotive),	3.84	3.52	3.28	3.04
Engine tenders (stationary),	3.52	3.28	3.04	2.88
Fasteners,	3.36	3.12	2.88	2.64
Firemen,	2.88	2.64	2.40	2.16
Flange turners,	4.08	3.84	3.60	3.36
Forgers, heavy,	4.64	4.40	4.08	3.84
Galvanizers,	3.28	3.04	2.80	2.56
Gardeners,	3.12	2.88	2.64	2.40
Hammer runners,	3.12	2.88	2.64	2.40
Heaters, furnace,	4.88	4.08	3.60	3.12
Helpers, general,	2.24	2.00	1.76	1.52
Hod carriers,	2.80	2.56	2.24	2.00
Holders-on,	2.40	2.16	1.92	1.68
Janitors,	2.32	2.08	1.84	1.60
Joiners, ship,	4.00	3.76	3.52	3.28
Laboratorians' helpers,	2.48	-	-	-
Laborers, common,	2.24	2.00	1.76	1.52
Machinists,	3.76	3.52	3.28	3.04
Machinists' helpers,	2.40	2.08	1.84	1.60
Masons, brick,	5.20	4.96	4.72	4.48
Masons, stone,	5.20	4.96	4.72	4.48
Melters,	3.12	2.88	2.64	2.40
Millmen,	3.36	3.12	2.88	2.56
Millwrights,	4.08	3.60	3.36	3.12
Molders, green sand, iron or brass,	3.76	3.52	3.28	3.04
Molders, loam,	4.00	3.76	3.52	3.28
Molders, steel,	3.52	3.28	3.04	2.80
Molders' helpers,	2.24	2.00	1.76	1.52
Oakum spinners,	2.64	2.40	2.08	1.84
Ordnance helpers,	2.24	2.00	1.76	1.52
Ordnance men,	3.52	3.28	3.04	2.80
Packers,	2.64	2.40	2.32	2.08
Painters,	3.68	3.52	3.28	3.04
Painters' helpers,	2.24	2.00	1.76	1.52
Pattern makers,	4.00	3.76	3.52	3.28
Pavers,	4.08	3.60	3.36	3.12
Pipefitters,	4.00	3.76	3.52	3.28
Plasterers,	5.20	4.96	4.72	4.48
Plumbers, house,	4.40	4.16	3.92	3.68
Plumbers, ship,	4.40	4.16	3.92	3.68
Plumbers' helpers,	2.24	2.00	1.76	1.52

¹ Abstract from Annual Schedule of Wages for the year ending December 31, 1914, for employees of the U. S. Navy Yard, Boston.² Eight hours a day, 48 hours a week, with Saturday half-holiday during the three summer months.

TABLE 14. FEDERAL SERVICE — CONTINUED.

OCCUPATIONS.	DAILY RATES OF WAGES			
	First Class	Second Class	Third Class	Fourth Class
United States Navy Yard Employees, Boston — Con.				
Pressmen,	\$4.00	\$2.88	\$2.64	\$2.40
Punchers and shearers,	2.88	2.64	2.40	2.16
Riggers,	3.52	3.28	3.04	2.80
Riggers' helpers,	2.24	2.00	1.76	1.52
Riveters,	3.36	3.12	2.88	2.64
Rivet heaters (boys),	1.60	1.36	1.12	.88
Roofers,	4.00	3.76	3.52	3.28
Rope makers,	3.12	2.88	2.64	2.40
Rope makers, wire,	3.12	2.88	2.64	2.40
Rope makers' helpers,	2.24	2.00	1.76	1.52
Sail makers,	3.52	3.28	3.04	2.80
Sand blasters,	2.80	2.56	—	—
Saw filers,	¹ 3.52	3.28	3.04	2.80
Sheet metal workers,	4.00	3.76	3.52	3.28
Ship fitters,	3.76	3.52	3.28	3.04
Ship fitters' helpers,	2.24	2.00	1.76	1.52
Ship keepers,	2.24	2.00	1.76	1.52
Ship wrights,	3.76	3.52	3.28	3.04
Smiths,	3.76	3.52	3.28	3.04
Smiths' helpers,	2.40	2.24	2.00	1.76
Sparmakers,	3.52	3.28	3.04	2.80
Stable keepers,	2.40	2.08	1.84	1.60
Stone cutters,	3.36	3.12	2.88	2.64
Teamsters,	2.48	2.24	2.00	1.78
Tool dressers,	3.52	3.28	3.04	2.80
Tool makers, machine,	4.00	3.76	3.52	3.28
Trackmen,	2.40	2.16	1.92	1.68
Upholsterers,	3.76	3.52	3.28	3.04
Varnishers and polishers,	3.68	3.44	3.20	2.96
Welders, acetylene,	3.28	3.04	2.56	2.32
Wharf builders,	3.52	3.28	3.04	2.80
Wheelwrights,	3.20	3.12	2.88	2.64
Wiremen,	4.40	4.00	3.60	3.20
Woodworkers' helpers,	2.24	2.00	1.76	1.52

¹ One additional class receives \$4 a day.

TABLE 14. FEDERAL SERVICE — CONTINUED.

[Compiled from information furnished by Ordnance Department, United States Army.]

OCCUPATIONS.	RATES OF WAGES ¹				
	No Stated Class	First Class	Second Class	Third Class	Fourth Class
Watertown Arsenal Employees.²					
Annealers,	\$ 62.00	-	-	-	-
Armament foremen,	\$ 150.00	-	-	-	-
Blacksmiths,	-	\$3.52	\$3.28	\$3.04	-
Blacksmiths (foremen),	5.00	-	-	-	-
Blacksmiths' helpers, ⁴	-	2.24	2.00	-	-
Carpenters' helpers,	2.00	-	-	-	-
Chauffeurs,	2.56	-	-	-	-
Chippers,	-	2.56	2.48	2.32	\$2.24
Coremakers,	-	3.52	-	-	-
Cranemen,	-	\$ 66.00	\$ 62.00	2.00	-
Draftsmen,	-	-	-	-	-
Draftsmen, assistants,	\$ 900.00	-	-	-	-
Draftsmen's apprentices,	\$ 360.00- 720.00	-	-	-	-
Electricians,	-	3.52	3.04	2.24	-
Electricians, chief,	\$ 120.00	-	-	-	-
Electricians' helpers, ⁴	-	2.24	2.00	-	-
Engineers,	\$ 108.00	-	-	-	-
Engineers, assistants,	\$ 90.00	-	-	-	-
Firemen,	-	\$ 81.00	\$ 75.00	\$ 70.00	-
Foremen, assistants,	3.76	-	-	-	-
Foundrymen, skilled:					
Furnacemen,	2.48	-	-	-	-
Hardeners,	\$ 95.00	-	-	-	-
Hardening shop foremen,	\$ 115.00	-	-	-	-
Iron melters,	-	2.80	2.56	-	-
Locomotive cranemen,	3.28	-	-	-	-
Steel melters,	\$ 2,000.00	-	-	-	-
Testers (iron and steel),	3.76	-	-	-	-
Furnace helpers, ⁴	\$ 70.00- 2.24	-	-	-	-
Gang bosses,	\$ 100.00- 3.76	-	-	-	-
Gardeners,	\$ 63.00	-	-	-	-
Inspectors, chief (gun carriages),	\$ 1,500.00	-	-	-	-
Inspectors, assistant (gun carriages),	3.76	-	-	-	-
Laboratory assistants,	3.04	-	-	-	-
Laborers, foremen,	3.28	-	-	-	-
Laborers, skilled,	2.00	-	-	-	-
Laborers, unskilled,	-	2.24	2.00	-	-
Machinists, ⁷	-	4.00	3.76	3.52	3.28
Machinists' apprentices,	-	1.92	1.28	.64	-
Machinists, armament,	\$ 125.00	-	-	-	-
Machinists, armament,	3.04	-	-	-	-
Machinists, foremen (planning department),	\$ 1,600.00	-	-	-	-
Machinists, foremen (shop),	\$ 125.00	-	-	-	-
Machinists' helpers, ⁴	-	2.56	2.40	2.24	2.00
Machinists, master,	\$ 2,000.00	-	-	-	-
Machinists, resident,	\$ 110.00- 100.00	-	-	-	-

¹ Rates shown are for the day unless otherwise specified.

² Eight hours constitutes a day's work for all mechanics, laborers and workmen. Per diem employees are paid for each day upon which they render service and are paid in addition for all holidays. Employees, such as watchmen, teamsters, engineers, assistant engineers, firemen, etc., whose pay is either annual or monthly, are paid for thirty (30) days in each month and, if called upon, are required to render service on each day. Employees other than mechanics, laborers, and workmen, whose compensation is either annual or monthly — such as draftsmen, inspectors, etc. — are not limited to eight hours in any one day, but eight hours is the rule.

³ Rate per month.⁴ Rates for helpers are paid according to length of service and ability.

⁵ Rates per annum are paid according to length of service and ability as follows: \$1,500, \$1,400, \$1,320, \$1,200, \$1,100, and \$1,000.

⁶ Rate per annum.⁷ Seven classes; fifth class, \$3.04; sixth class, \$2.80; seventh class, \$2.56.⁸ Rate per month, traveling to various forts.⁹ Rate per month, according to fort where stationed, and hardships entailed.

TABLE 14. FEDERAL SERVICE — CONCLUDED.

OCCUPATIONS.	RATES OF WAGES				
	No Stated Class	First Class	Second Class	Third Class	Fourth Class
Watertown Arsenal Employees — Con.					
Masons,	\$5.20	—	—	—	—
Masons' helpers,	2.24	—	—	—	—
Messenger boys,	¹ 420.00	—	—	—	—
Metallurgists,	360.00	—	—	—	—
Molders,	² 2,000.00	—	—	—	—
Molders' apprentices,	1.52	\$3.68	\$3.52	\$3.28	\$3.04
Molders, foremen,	² 1,650.00	—	—	—	—
Molders' helpers, ³	—	⁴ 70.00	2.24	2.00	—
Oilers,	2.24	—	—	—	—
Packers,	⁵ 2.40	—	—	—	—
Painters,	2.24	—	—	—	—
Painters, foremen,	—	2.88	2.72	—	—
Pattern makers,	3.04	—	—	—	—
Plumbers,	—	4.00	3.76	3.52	—
Plumbers' helpers, ³	⁴ 108.00	—	—	—	—
Polishers,	⁴ 70.00	—	—	—	—
Rate setters (chief),	2.00	—	—	—	—
Rate setters,	2.80	—	—	—	—
Riggers,	⁴ 120.00	⁴ 110.00	⁴ 100.00	—	—
Screw makers,	—	⁴ 62.00	3.04	—	—
Speed bosses (assistant foremen machinists),	2.56	—	—	—	—
Stablemen,	⁴ 100.00	—	—	—	—
Steamfitters,	⁴ 68.00	—	—	—	—
Steamhammer drivers,	4.50	—	—	—	—
Storehouse keepers,	2.24	—	—	—	—
Storehouse keepers, assistant,	¹ 1,200.00	—	—	—	—
Teamsters (one horse),	900.00	—	—	—	—
Teamsters (two horse),	¹ 840.00	—	—	—	—
Tool grinders,	2.24	—	—	—	—
Tool keepers (in charge),	2.00	—	—	—	—
Tool keepers,	2.24	—	—	—	—
Tool makers,	—	3.68	3.52	3.28	3.04
Tool makers, foremen,	⁴ 125.00	—	—	—	—
Toolsmiths,	3.28	—	—	—	—
Watchmen,	⁴ 63.00	—	—	—	—
Woodworkers,	—	3.28	3.04	2.80	—
Woodworkers, foremen,	⁴ 125.00	—	—	—	—

¹ Rates per annum; paid according to length of service and ability instead of by classes.² Rate per annum.³ Rates for helpers are paid according to length of service and ability.⁴ Rate per month.⁵ Higher rate is paid when other duties are also performed.

TABLE 15. MUNICIPAL SERVICE.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME ¹		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Municipal Employees.									
<i>Ambulance Drivers.</i>									
Boston,	\$0.25	\$2.00	\$14.00	Reg.	Reg.	8	8	² 56	² 6
<i>Attendants.</i>									
Boston (Bath dept.), . . . .	.31 ¹ / ₄	2.50	15.00	-	-	8	8	48	-
<i>Blacksmiths.</i>									
Boston (Highway dept.), . . .	-	3.75	-	-	-	8	4	44	12
Boston (Park employees), . . .	-	-	21.00	-	-	8	4	44	12
Boston (Paving dept.),	-	3.75	-	1 ¹ / ₂ T.	2 T.	8	4	44	12
New Bedford,	-	-	21.00	-	-	8 ¹ / ₂	5 ¹ / ₂	48	12
Newton,	-	3.00	-	-	-	8	³ 8	³ 48	³ 3
<i>Blacksmiths' Helpers.</i>									
New Bedford,	-	-	16.50	-	-	8 ¹ / ₂	5 ¹ / ₂	48	12
Newton,	-	2.25	-	-	-	8	³ 8	³ 48	³ 3
<i>Carpenters.</i>									
Newton,	-	3.50	-	-	-	8	³ 8	³ 48	³ 3
<i>Chauffeurs.</i>									
Boston (ambulance), . . . . .	.25	2.00	14.00	Reg.	Reg.	8	8	² 56	² 6
Boston (first class),	-	-	21.00	-	-	8	4	44	12
Boston (second class),	-	-	18.00	-	-	8	4	44	12
<i>Custodians.</i>									
Boston (Bath dept.), . . . . .	.37 ¹ / ₂	3.00	18.00	-	-	8	8	48	-
<i>Deck Hands.</i>									
Boston (ferry),	-	3.00	18.00	Reg.	Reg.	8	8	48	-
<i>Drawtenders.</i>									
Boston:									
Drawtenders,	-	-	24.68	Reg.	Reg.	8	8	56	-
Drawtenders, first assistant, . .	-	-	20.04	Reg.	Reg.	8	8	56	-
Drawtenders, second assistant, .	-	-	18.22	Reg.	Reg.	8	8	56	-
<i>Drillers.</i>									
Lowell,	-	-	12.00	1 ¹ / ₂ T.	2 T.	9	4	48	12
New Bedford (hand),	-	-	16.50	-	-	8 ¹ / ₂	5 ¹ / ₂	48	12
New Bedford (steam),	-	-	21.00	-	-	8 ¹ / ₂	5 ¹ / ₂	48	12
Newton,	-	2.50	-	-	-	8	³ 8	³ 48	³ 3
<i>Engineers.</i>									
Boston (Paving dept., steam rollers),	-	3.50	-	1 ¹ / ₂ T.	2 T.	8	4	44	12
<i>Ferry Captains.</i>									
Boston,	-	-	\$1,320.00	-	-	8	8	48	-
<i>Ferry Quartermasters.</i>									
Boston,	-	-	\$ 900.00	-	-	8	8	48	-
<i>Foremen.</i>									
Boston (Park employees), . . .	-	-	19.50	-	-	8	4	44	12
Boston (Public Grounds dept.),	-	3.50	21.00	Reg.	Reg.	8	4	44	12
Boston (sub-foremen),	-	3.65	20.07	-	-	8	4	44	12

¹ For explanation of symbols, see note 1 on page 8.² On alternate Sundays, 4 hours — equivalent to weekly half-holiday during 6 months.³ During 3 months, 5 hours on Saturday, 45 hours a week.⁴ One day, 8 hours.⁵ Annual rate

TABLE 15. MUNICIPAL SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holid-ays (Hour)	Mon-day to Fri-day	Sat-urday		
Municipal Employees									
— Con.									
<i>Foremen — Con.</i>									
Boston (Sanitary and Street Cleaning dept.),	-	\$3.50	\$21.00	-	-	8	4	44	12
Everett (Highway dept.),	-	3.25	-	-	-	8	8	48	3
Fall River,	-	3.50	21.00	Reg.	Reg.	8½	5½	48	12
Lynn,	-	3.00	18.00	-	-	8	8	48	-
Nahant,	-	3.00	18.00	2 T.	2 T.	8	8	48	6
New Bedford (sewers),	-	-	24.00	-	-	8½	5½	48	12
New Bedford (street),	-	-	21.00	-	-	8½	5½	48	12
Newton,	-	3.25	-	-	-	8	1 8	1 48	1 3
Revere,	-	2.75	16.50	Reg.	Reg.	8	8	48	3
Winchester (first class),	-	3.25	19.50	1½ T.	1½ T.	2 9	2 5	2 48	2 12
Winchester (second class),	-	2.75	16.50	1½ T.	1½ T.	2 9	2 5	2 48	2 12
<i>Gardeners and Assistants.</i>									
Boston (Cemetery dept.),	-	2.50	-	-	-	8	4	44	12
<i>Gate-men.</i>									
Boston (ferry),	-	3.25	19.50	Reg.	Reg.	8	8	48	-
<i>Graders and Sadders.</i>									
Boston (Cemetery dept.),	-	2.50	-	-	-	8	4	44	12
<i>Grave Diggers.</i>									
Boston (Cemetery dept.),	-	2.50	-	-	-	8	4	44	12
<i>Inspectors.</i>									
Boston (Sanitary and Street Cleaning dept.),	-	3.50	21.00	Reg.	Reg.	8	4	44	12
Boston (Street dept.),	-	3.50	21.00	Reg.	Reg.	8	4	44	12
Boston (Street Oiling and Watering dept.),	-	3.00	18.00	Reg.	Reg.	8	4	44	12
<i>Iron Workers.</i>									
Boston (Park employees),	-	-	21.00	-	-	8	4	44	12
<i>Janitors (School).</i>									
Worcester,	-	-	3 12.90	-	-	8	8	48	-
<i>Laborers.</i>									
Arlington,	-	2.00	12.00	Reg.	1½ T.	8	1 8	1 48	1 3
Boston (Cemetery dept.),	-	2.50	-	-	-	8	4	44	12
Boston (Highway dept.),	-	2.50	-	-	-	8	4	44	12
Boston (Metropolitan Dis-trict), ⁴	-	-	15.00	1½ T.	1½ T.	8	8	48	4
Boston (Park dept.),	-	-	15.00	Reg.	Reg.	8	4	44	12
Boston (Paving dept.),	-	2.50	-	1½ T.	2 T.	8	4	44	12
Boston (Public Grounds dept.),	-	2.50	15.00	Reg.	Reg.	8	4	44	12
Boston (Sanitary and Street Cleaning dept.),	-	2.50	15.00	-	-	8	4	44	12
Boston (sewer),	-	2.50	-	1½ T.	2 T.	8	4	44	12
Boston (sewer, skilled),	-	2.75	-	1½ T.	2 T.	8	4	44	12
Boston (water workers),	-	2.50	-	-	-	8	4	44	12
Boston (water workers, fore-men),	-	3.50	-	-	-	8	4	44	12

¹ During 3 months, 5 hours on Saturday, 45 hours a week.² During nine months, 8 hours on two days, 48 hours a week; during 3 months 8 hours on 5 days, 4 hours on Saturday, 44 hours a week.³ Paid according to floor space; minimum rate, \$12.90.⁴ Employed by the Metropolitan Water and Sewerage Board. Strictly speaking these are State employees, not employees of any municipality.

TABLE 15. MUNICIPAL SERVICE — CONTINUED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR				
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect	
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday			
Municipal Employees										
— Con.										
<i>Laborers — Con.</i>										
Brookline,	—	\$2.50	\$15.00	—	—	8	8	48	4	
Cambridge,	—	2.25	13.50	—	—	8	4	44	12	
Chelsea,	—	2.37½	14.25	Reg.	Reg.	8	8	48	—	
Everett (Highway dept.),	—	2.25	13.50	—	—	8	8	48	3	
Fall River,	—	2.40	14.40	Reg.	Reg.	8½	5½	48	12	
Lynn,	—	2.50	15.00	—	—	8	8	48	—	
Malden,	—	2.25	—	—	—	8	8	48	5	
Nahant,	—	2.50	15.00	2 T.	2 T.	8	8	48	6	
New Bedford,	—	—	13.50	—	—	8½	5½	48	12	
New Bedford (sewers),	—	—	15.00	—	—	8½	5½	48	12	
Newton,	—	2.25	—	—	—	8	18	148	13	
Revere,	—	2.50	15.00	Reg.	Reg.	8	8	48	3	
Somerville,	—	2.25	13.50	Reg.	Reg.	8	8	48	5	
Winchester,	—	2.50	15.00	1½ T.	1½ T.	29	25	248	2 12	
Winchester (unskilled),	—	2.00	—	—	—	9	9	54	—	
Worcester,	—	2.00	12.00	Reg.	Reg.	8	8	48	—	
<i>Lamplighters.</i>										
Boston,	—	2.00	14.00	—	—	8	8	56	—	
<i>Pavers.</i>										
Boston (Highway dept.),	—	3.00	—	—	—	8	4	44	12	
Boston, ³	\$0.62½	5.00	30.00	1½ T.	1½ T.	8	8	48	—	
New Bedford (block),	—	—	18.00	—	—	8½	5½	48	12	
New Bedford (cobble),	—	—	16.50	—	—	8½	5½	48	12	
<i>Sewer Workers.</i>										
Cambridge:										
Bracers,	—	2.50	15.00	—	—	8	4	44	12	
Concrete mixers,	—	2.40	14.40	—	—	8	4	44	12	
Pipe layers,	—	2.50	15.00	—	—	8	4	44	12	
<i>Stablemen.</i>										
Boston (Cemetery dept.),	—	2.50	—	—	—	8	4	44	12	
Boston (Park dept.),	—	2.50	15.00	Reg.	Reg.	8	4	44	12	
Boston (Public Grounds dept.),	—	2.50	15.00	Reg.	Reg.	8	4	44	12	
Boston (Sanitary and Street Cleaning dept.),	—	2.75	16.50	—	—	8	8	48	—	
Brookline,	—	—	15.00	—	—	8	8	48	4	
Cambridge,	—	2.50	15.00	—	—	8	4	44	12	
Chelsea,	—	2.37½	14.25	Reg.	Reg.	8	8	48	—	
Everett (Highway dept.),	—	2.25	13.50	—	—	8	8	48	3	
Fall River,	—	2.40	16.80	Reg.	Reg.	8	8	56	—	
Lowell,	—	—	15.75	—	—	8	8	56	—	
Lynn,	—	2.50	15.00	—	—	8	8	48	—	
Malden,	—	2.25	—	—	—	8	8	48	5	
Malden (foremen),	—	3.00	—	—	—	8	8	48	5	
Revere,	—	2.50	15.00	Reg.	Reg.	8	8	48	3	
Somerville,	—	2.25	13.50	Reg.	Reg.	8	8	48	5	
Winchester,	—	2.50	15.00	1½ T.	1½ T.	29	25	248	2 12	
Winchester (foremen),	—	2.75	16.50	1½ T.	1½ T.	29	25	248	2 12	
Worcester,	—	2.00	12.00	Reg.	Reg.	8	8	48	—	
<i>Steam Roller Men.</i>										
Winchester,	—	3.75	22.50	1½ T.	1½ T.	29	25	248	2 12	

¹ During 3 months, 5 hours on Saturday, 45 hours a week.² During 9 months, 8 hours on two days, 48 hours a week; during 3 months, 8 hours on 5 days, 4 hours on Saturday, 44 hours a week.³ Includes wood block paving, brick paving on streets and sidewalks, granite paving, edgestone setting and flag laying.⁴ Seven days a week.

TABLE 15. MUNICIPAL SERVICE — CONCLUDED.

OCCUPATIONS AND MUNICIPALITIES.	RATES OF WAGES					HOURS OF LABOR			
	Hour	Day	Week	OVERTIME		DAY		Week	Number of Months Weekly Half-holiday in Effect
				Hour	Sundays and Holidays (Hour)	Monday to Friday	Saturday		
Municipal Employees — Con.									
Stone Cutters.									
Boston (Highway dept.),	-	\$3.00	-	-	-	8	4	44	12
Boston (Paving dept.),	-	3.00	-	1½ T.	2 T.	8	4	44	12
Teamsters.									
Arlington,	-	2.25	\$13.50	Reg.	1½ T.	8	1 8	1 48	1 3
Boston,	-	2.50	15.00	2 -	2 -	8	4	44	12
Brockton,	-	-	15.00	-	-	8	8	48	3
Brookline (single),	-	-	15.00	-	-	8	8	48	4
Brookline (double),	-	-	16.00	-	-	8	8	48	4
Cambridge,	-	2.25	13.50	-	-	8	4	44	12
Chelsea,	-	2.37½	14.25	Reg.	Reg.	8	8	48	-
Everett (Highway dept.),	-	2.25	13.50	-	Reg.	8	8	48	3
Fall River (single),	-	2.40	14.40	Reg.	Reg.	8½	5½	48	12
Fall River (double),	-	2.75	16.50	Reg.	Reg.	8½	5½	48	12
Haverhill (single),	-	-	14.00	1½ T.	1½ T.	8	8	48	3
Haverhill (double),	-	-	15.00	1½ T.	1½ T.	8	8	48	3
Lowell (Union A),	-	-	13.50	1½ T.	2 T.	3 9	4	48	12
Lowell (Union B),	-	-	13.50	-	-	8½	5½	48	12
Lynn,	-	2.50	15.00	-	-	8	8	48	-
Malden (single),	-	2.37½	-	-	-	8	8	48	5
Malden (double),	-	2.37½	-	-	-	8	8	48	5
Malden (Highway dept., double),	-	2.40	-	-	-	8	8	48	5
New Bedford,	-	-	15.00	-	-	8½	5½	48	12
Newton,	-	2.25	-	-	-	8	1 8	1 48	1 3
Revere,	-	2.50	15.00	Reg.	Reg.	8	8	48	3
Somerville,	-	2.25	13.50	Reg.	Reg.	8	8	48	5
Winchester,	-	2.50	15.00	1½ T.	1½ T.	4 9	4 5	4 48	4 12
Winchester (foremen),	-	2.75	16.50	1½ T.	1½ T.	4 9	4 5	4 48	4 12
Worcester,	-	2.40	14.40	Reg.	Reg.	8	8	48	-
Teamsters' Helpers.									
Boston (Public Grounds dept.),	-	2.50	15.00	Reg.	Reg.	8	4	44	12
Boston (Sanitary and Street Cleaning dept.),	-	2.50	15.00	-	-	8	4	44	12
Brookline,	-	-	15.00	-	-	8	8	48	4
Cambridge,	-	2.25	13.50	-	-	8	4	44	12
Everett (Highway dept.),	-	2.25	13.50	-	Reg.	8	8	48	3
Fall River,	-	2.40	14.40	Reg.	Reg.	8½	5½	48	12
Lowell (Union A),	-	-	13.50	1½ T.	2 T.	3 9	4	48	12
Lowell (Union B),	-	-	12.00	-	-	8½	5½	48	12
Lynn,	-	2.50	15.00	-	-	8	8	48	-
Malden,	-	2.25	-	-	-	8	8	48	5
New Bedford,	-	-	13.50	-	-	8½	5½	48	12
Revere,	-	2.50	15.00	-	-	8	8	48	3
Somerville,	-	2.25	13.50	Reg.	Reg.	8	8	48	5
Winchester,	-	2.50	15.00	1½ T.	1½ T.	4 9	4 5	4 48	4 12
Tree Climbers.									
Winchester,	-	2.75	16.50	1½ T.	1½ T.	4 9	4 5	4 48	4 12
Winchester (Tree dept. foremen),	-	3.00	18.00	1½ T.	1½ T.	4 9	4 5	4 48	4 12
Tree Men.									
Boston (Cemetery dept.),	-	2.75	-	-	-	8	4	44	12

1 During 3 months, five hours on Saturday, 45 hours a week.

2 In some cases regular rate is paid.

3 One day, 8 hours.

4 During 9 months, 8 hours on two days, 48 hours a week; during 3 months, 8 hours on 5 days, 4 hours on Saturday, 44 hours a week.

TABLE 16. STEAM RAILROAD EMPLOYEES.

Introductory. — The information presented in the following table (Table 16) has reference to those occupations only which are peculiar to railroad service and which relate primarily to the operation of trains. Considerable information relative to rates of wages and hours of labor in railway maintenance and construction work has been reserved for a later bulletin.

It is the custom of the steam railroad companies operating within this Commonwealth to issue from time to time printed "Rules" applicable to employees in the several branches of service showing the rates of pay, hours of labor, and other conditions of employment. These printed rules virtually constitute written agreements between the companies and their employees. Owing to the varying nature of the several branches of service it is exceedingly difficult to present in one uniform tabular statement the essential items of information contained in these schedules. Thus, conductors, trainmen, locomotive engineers, and locomotive firemen receive compensation based on mileage covered, but certain minimum rates of wages an hour, day, or month are guaranteed. For employees engaged in station and other local service the rates of pay and hours of labor vary according to local conditions. The hours of labor of those who are actually employed in the movement of trains, including conductors, locomotive engineers, locomotive firemen, trainmen, and telegraph operators are regulated by the Federal Law applicable to that class of service.

In view of the above considerations it was deemed advisable to present the information in a series of tabular statements, each of which has been so devised as to bring out the essential facts with reference to the several occupations considered therein. It will be observed that the rates of pay and hours of labor applicable to employees in train and yard service are quite uniform for three of the railroad systems considered. Attention is called to the fact that the rates of pay and hours of labor applicable to railroad employees are not confined merely to those portions of the several railroad systems which are within the confines of the Commonwealth, but are applicable likewise throughout the entire systems.

TABLE 16. STEAM RAILROAD EMPLOYEES.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES			OVER- TIME ¹	EMERGENCY SERVICE ²			Daily Miles	Daily Hours of Labor
	Mileage Rates	Guar- anteed Daily Rates	Weekly or Guar- anteed Monthly Rates	Hourly Rates of Wages	One Hour or Less	From One to Five Hours	Over Five Hours		
Conductors, Trainmen, and Yardmen.									
<i>Baggagemen, Passenger.</i>									
Railroad A,	\$0.0165	\$2.75	\$82.50	\$0.275	\$0.275	\$1.375	\$2.75	166	10
Railroad B, . . . . .	.0165	2.75	77.35	.275	-	-	-	166	10
Railroad C, . . . . .	.0165	2.75	77.00	.275	.275	1.375	2.75	166	10
Railroad D,	-	-	³ 16.00	Reg.	-	-	-	-	10
<i>Brakemen, Local Freight, Pick- up, and Drop Service.</i>									
Railroads A, B, and C, . . . . .	.03	3.00	-	Reg.	-	-	-	100	10
<i>Brakemen, Milk Train.</i>									
Railroad A, . . . . .	.0189	3.05	79.30	Reg.	-	-	-	162	10
<i>Brakemen, Passenger.</i>									
Railroad A, . . . . .	.016	2.55	76.50	.255	.255	1.275	2.55	159	10
Railroad B, . . . . .	.016	2.55	72.35	.255	-	-	-	159	10
Railroad C, . . . . .	.016	2.55	71.40	.255	.255	1.275	2.55	159	10
Railroad D,	-	-	³ 14.75	Reg.	-	-	-	-	10
<i>Brakemen, Through and Irregular Freight, etc.</i>									
Railroads A, B, and C, . . . . .	.0267	-	-	Reg.	-	-	-	100	10
<i>Brakemen, Yard.</i>									
Railroad A, day,	⁴ .33 .35	-	-	Reg.	-	-	-	-	10
Railroad A, night,	⁴ .35 .37	-	-	Reg.	-	-	-	-	10
Railroad B, day,	⁵ .35	-	-	Reg.	-	-	-	-	10
Railroad B, night,	⁵ .37	-	-	Reg.	-	-	-	-	10
Railroad B, first trick,	-	2.80	-	Reg.	-	-	-	-	8
Railroad B, second trick,	-	2.88	-	Reg.	-	-	-	-	8
Railroad B, third trick,	-	2.96	-	Reg.	-	-	-	-	8
Railroad C, day,	⁴ .33 .34 .35	-	-	Reg.	-	-	-	-	10
Railroad C, night,	⁴ .35 .36 .37	-	-	Reg.	-	-	-	-	10
<i>Conductors, Local Freight, Pick- up and Drop Service.</i>									
Railroads A, B, and C, . . . . .	.045	4.50	-	Reg.	-	-	-	100	10
<i>Conductors, Milk Train.</i>									
Railroad A, . . . . .	.029	4.50	117.00	Reg.	-	-	-	155	10

¹ Overtime is time in excess of 10 hours a day or 100 miles a day, except for extension circuit trips, so-called. Unless otherwise stated in the table it is paid for pro-rata. For extension circuit trips the payment is for not less than one-quarter of a day, for a round trip or fraction thereof. Special conditions apply to employees tied up on runs under the 16-hour law, or 14-hour law. The abbreviation "Reg." signifies regular rate or "pro-rata."

² Emergency rates for all employees except as shown in the table are as follows:

On railroad A the rate for emergency service is one-half day's pay for less than five hours and not less than a day's pay for over five hours.

On railroad B rate for emergency service of more than 30 minutes and less than two hours is paid on hourly basis, 60 minutes or less to count as one hour; service of less than five hours or less than one-half of daily mileage — rate is one-half day's pay; over five hours or more than one-half daily mileage — rate is full day's pay.

On railroad C rate for emergency service of 10 miles or less or one hour or less is as for 10 miles; over one hour or over 10 miles but less than five hours or less than 50 miles is as for 50 miles; over five hours or over 50 miles is a day's pay.

³ Weekly rate.

⁴ Hourly rates; paid different rates according to location of yard.

⁵ Hourly rates.

TABLE 16. STEAM RAILROAD EMPLOYEES — CONTINUED.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES			OVER- TIME	EMERGENCY SERVICE			Daily Miles	Daily Hours of Labor
	Mileage Rates	Guar- anteed Daily Rates	Weekly or Guar- anteed Monthly Rates	Hourly Rates of Wages	One Hour or Less	From One to Five Hours	Over Five Hours		
Conductors, Trainmen, and Yardmen — Con.									
<i>Conductors, Passenger.</i>									
Railroad A,	\$0.029	¹ \$4.25	¹ \$110.50	\$0.45	\$0.45	\$2.25	\$4.50	155	10
Railroad B, . . . . .	.029	4.50	135.00	.45	—	—	—	155	10
Railroad C, . . . . .	.029	4.50	126.00	.45	.45	2.25	4.50	155	10
Railroad D,	—	—	² 24.00	Reg.	—	—	—	—	10
<i>Conductors, Through and Irregular Freight.</i>									
Railroads A, B, and C, . . . . .	.04	—	—	Reg.	—	—	—	100	10
<i>Conductors, Yard.</i>									
Railroad A, day,	³ .36	—	—	Reg.	—	—	—	—	10
Railroad A, night,	³ .38	—	—	Reg.	—	—	—	—	10
Railroad B, day,	⁴ .38	—	—	Reg.	—	—	—	—	10
Railroad B, night,	⁴ .40	—	—	Reg.	—	—	—	—	10
Railroad B, first trick,	—	3.04	—	Reg.	—	—	—	—	8
Railroad B, second trick,	—	3.12	—	Reg.	—	—	—	—	8
Railroad B, third trick,	—	3.20	—	Reg.	—	—	—	—	8
Railroad C, day,	³ .36	—	—	Reg.	—	—	—	—	10
Railroad C, night,	³ .37	—	—	Reg.	—	—	—	—	10
	³ .38	—	—						
	³ .39	—	—	Reg.	—	—	—	—	10
	.40	—	—						
<i>Conductors, Assistant, Passenger.</i>									
Railroad A, . . . . .	.023	3.57	106.60	.357	.357	1.785	3.57	155	10
Railroad B, . . . . .	.023	3.57	100.00	.357	—	—	—	155	10
Railroad C, . . . . .	.023	3.57	100.00	.357	.357	1.785	3.57	155	10
<i>Flagmen or Rear Trainmen, Local Freight, Pick-up, and Drop Service.</i>									
Railroads A, B, and C, . . . . .	.03	3.00	—	Reg.	—	—	—	100	10
<i>Flagmen or Rear Trainmen, Milk Train.</i>									
Railroad A, . . . . .	.0193	3.05	79.30	Reg.	—	—	—	158	10
<i>Flagmen or Rear Trainmen, Passenger.</i>									
Railroad A, . . . . .	.016	2.60	78.00	.26	.26	1.30	2.60	162	10
Railroad B, . . . . .	.016	2.60	72.35	.26	—	—	—	162	10
Railroad C, . . . . .	.016	2.60	72.80	.26	.26	1.30	2.60	162	10
<i>Flagmen or Rear Trainmen, Through and Irregular Freight.</i>									
Railroads A, B, and C, . . . . .	.0267	—	—	Reg.	—	—	—	100	10

¹ On one branch receive the smaller rate.² Weekly rate.³ Hourly rates; paid different rates according to location of yard.⁴ Hourly rates.

TABLE 16. STEAM RAILROAD EMPLOYEES — CONTINUED.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES			Daily Miles	Daily Hours of Labor
	Day or Week	OVERTIME ¹			
		Hour	Mileage Rate (pro rata over 100 miles)		
Engineers, Locomotive.					
<i>Local Freight.</i>					
Railroad A,	{ ² \$5.00 ² 5.10 5.00 5.00	-	\$0.05	100	-
Railroad B,		-	.051		10
Railroad C,		Reg. \$0.667	.05 .0667		100 75	10 10
<i>Local Passenger.</i>					
Railroads B and C,	4.25	.50	.0425	100	10
Railroad C (consolidation engine),	4.75	Reg.	.0475	100	10
Railroad D,	³ 25.50	Reg.	-	-	10
<i>Mallet Type Engines.</i>					
Railroad A,	5.85	Reg.	.0585	100	10
<i>Milk Trains.</i>					
Railroad A,	{ ² 4.75 ² 4.85 4.75	Reg.	.0475	100	10
Railroad B,		Reg.	.0485		
Railroad C,		Reg.	.0475		
<i>Switching.</i>					
Railroad A,	4.11	Reg.	-	-	10
Railroads B and C,	4.10	Reg.	-	-	10
Railroad C (consolidation engine),	4.75	Reg.	-	-	10
Railroad D,	³ 24.60	Reg.	-	-	⁴ 9
<i>Through Freight.</i>					
Railroad A, ²	{ 4.75 4.85 4.75	Reg.	.0475	100	10
Railroads B and C,		Reg.	.0485		
Railroad D,		Reg.	.0475		
<i>Through Passenger.</i>					
Railroads A, B, and C,	4.25	.50	.0425	100	5

¹ Rates shown do not include rates paid for emergency service, so-called, or special rates for certain duties. On Railroad A engineers in train service when resuming duty on continuous trips, after having been tied up under the law governing hours, are paid from tie-up point to terminal on following basis: For 50 miles or less, or 5 hours or less, payment is for 50 miles; for more than 50 miles or over 5 hours, payment is for 100 miles. Engineers of road freight trains, when required in emergency to go with stock to certain yards, are allowed a minimum road rate of 2 hours after arrival at yard. If time exceeds 2 hours they are allowed 3 hours' pay; if 3 hours, 4 hours pay, etc. Engineers in switching service receive road rates for work in certain yards.

On Railroad C, emergency service (extra work required between regular laid-out day trips or before registering off duty) payment for 10 miles is allowed for less than 10 miles, or less than one hour's work; payment for 50 miles is allowed for over 10 miles and less than 50 miles, or for over one hour and less than 5 hours; a day's pay is allowed for 50 miles or over, or for 5 hours or over. For emergency service in making locomotive repairs, payment is for one hour when employed less than an hour; 5 hours for over one hour but less than 5 hours, and one day's pay for over 5 hours and up to 10 hours. Passenger engineers who are required to heat trains, who repair engines at points where no men are employed for the purpose, or perform other extra service for which extra time is agreed to be paid, are paid 50 cents an hour. In switching service 29 minutes or less are not counted in paying overtime. For over 29 minutes payment is for one hour; for over one hour and less than 5 hours, payment is for 5 hours; for 5 hours or over, one day's pay.

² Rates paid according to class of engine.

³ Weekly rate.

⁴ First 5 days, 9 hours; 53 hours a week.

TABLE 16. STEAM RAILROAD EMPLOYEES — CONTINUED.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES			Daily Miles	Daily Hours of Labor
	Day or Week	OVERTIME ¹			
		Hour	Mileage Rate (pro rata over 100 miles)		
Firemen, Locomotive. ²					
<i>Freight, Local.</i>					
Railroads A, B, and C:					
Less than 80,000 pounds,	\$2.90	Reg.	\$0.029	100	10
80,000 to 100,000 pounds,	3.00	Reg.	.03	100	10
100,000 to 140,000 pounds,	3.15	Reg.	.0315	100	10
140,000 to 170,000 pounds,	3.25	Reg.	.0325	100	10
170,000 to 200,000 pounds,	3.35	Reg.	.0335	100	10
200,000 to 250,000 pounds,	3.45	Reg.	.0345	100	10
250,000 to 300,000 pounds,	3.70	Reg.	.037	100	10
Over 300,000 pounds,	4.15	Reg.	.0415	100	10
Mallet engines (regardless of weight),	4.15	Reg.	.0415	100	10
Two firemen on locomotive.					
100,000 to 250,000 pounds,	2.90	Reg.	.029	100	10
Over 250,000 pounds,	3.15	Reg.	.0315	100	10
<i>Freight, Through.</i>					
Railroads A, B, and C:					
Less than 80,000 pounds,	2.75	Reg.	.0275	100	10
80,000 to 100,000 pounds,	2.85	Reg.	.0285	100	10
100,000 to 140,000 pounds,	3.00	Reg.	.03	100	10
140,000 to 170,000 pounds,	3.10	Reg.	.031	100	10
170,000 to 200,000 pounds,	3.20	Reg.	.032	100	10
200,000 to 250,000 pounds,	3.30	Reg.	.033	100	10
250,000 to 300,000 pounds,	3.55	Reg.	.0355	100	10
Over 300,000 pounds,	4.00	Reg.	.04	100	10
Mallet engines (regardless of weight),	4.00	Reg.	.04	100	10
Two firemen on locomotive.					
100,000 to 250,000 pounds,	2.75	Reg.	.0275	100	10
Over 250,000 pounds,	3.00	Reg.	.03	100	10
<i>Passenger.</i>					
Railroad D,	³ 15.75	Reg.	—	—	10
<i>Passenger, Through. ⁴</i>					
Railroads A, B, and C:					
Less than 80,000 pounds,	2.45	.30	.0245	100	5
80,000 to 100,000 pounds,	2.50	.30	.025	100	5
100,000 to 140,000 pounds,	2.60	.30	.026	100	5
140,000 to 170,000 pounds,	2.70	.30	.027	100	5
170,000 to 200,000 pounds,	2.85	.30	.0285	100	5
200,000 to 250,000 pounds,	3.00	.30	.03	100	5
250,000 to 300,000 pounds,	3.20	.30	.032	100	5
300,000 to 350,000 pounds,	3.40	.30	.034	100	5
Over 350,000 pounds,	3.60	.30	.036	100	5
Mallet engines (regardless of weight),	4.00	.30	.04	100	5
<i>Switching.</i>					
Railroads A, B, and C:					
Less than 140,000 pounds,	2.50	Reg.	.025	100	10
140,000 pounds and over,	2.60	Reg.	.026	100	10
Mallet engines (regardless of weight),	4.00	Reg.	.04	100	10
Consolidation type engines, 70 tons and over,	2.90	Reg.	.029	100	10
Railroad D,	³ 14.55	Reg.	—	—	⁵ 9
<i>Hostlers.</i>					
Railroads A, B, and C:					
Hostlers,	2.40	Reg.	—	—	10
Hostlers handling engines between passenger stations, and roundhouses or yards or on main tracks,	3.25	Reg.	—	—	10
Assistants in above work,	2.50	Reg.	—	—	10

¹ For emergency service, or certain special duties, rates are practically the same as in the case of engineers.² Classified by weight of locomotives in pounds on drivers.³ Weekly rate.⁴ Same rates of wages apply for same type of engines in local (or "turn-around") passenger service, but hours are 8 in 12 a day.⁵ First 5 days, 9 hours; 53 hours a week.

TABLE 16. STEAM RAILROAD EMPLOYEES — CONTINUED.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES PER DAY	HOURS OF LABOR ¹		
	(Paid according to class of service, priority of service, or local conditions)	DAY		Week
		Mon- day to Friday	Satur- day	
Signal Maintenance Department.				
Blacksmiths.				
Railroad B,	\$2.95	10	8	58
Clerks.				
Railroad C, ²	1.25-2.50	8	5	45
Draftsmen.				
Railroad C, ²	2.25-2.50	8	5	45
Electricians.				
Railroad A (interlocking),	³ 2.50	10	10	60
Railroad A (linemen, chief),	³ 2.75	10	10	60
Railroad A (linemen, telephone),	2.62	10	10	70
Railroad B (linemen),	2.95	10	8	58
Railroad C (linemen, tower),	2.75	10	10	70
Railroad C (linemen, tower, Terminal Division),	2.92	8	8	56
Railroad A (wiremen, chief, signal),	3.21, 2.94	10	10	70
Railroad D (first class),	⁴ 16.50	9	9	54
Railroad D (second class),	⁴ 15.00	9	9	54
Foremen.				
Railroad B, ⁴	25.00, 24.00, 23.00	10	10	60
Railroad C,	3.25	10	10	70
Railroad C (electrical),	3.25	10	10	70
Railroad B (general),	⁴ 28.80	10	10	60
Railroad C (general),	3.50	10	10	70
Railroad A (interlocking),	3.21	10	10	70
Railroad B (line),	⁴ 22.00	10	10	60
Railroad A (signal),	3.21	10	10	70
Railroad C (tower),	3.75	10	10	70
Railroad D,	⁴ 18.00	9	9	54
Foremen, Assistant.				
Railroad B,	⁴ 22.00	10	10	60
Railroad C,	3.00	10	10	70
Railroad A (interlocking),	3.10	10	10	70
Railroad A (signal),	2.94	10	10	70
Groundmen.				
Railroad B,	2.10	10	8	58
Helpers.				
Railroad B,	2.40, 2.10, 1.85	10	8	58
Railroad C,	1.85, 1.75	10	10	60
Railroad C (general),	2.00	10	10	60

¹ Overtime rates are as follows:

Railroad A. — Regular maintenance men having large plants or sections are paid for 7 days a week but work only 8 hours on Sunday. Construction men work 6 days a week and are paid time and one-half for all overtime. When regular maintenance men work with construction men on Sundays, during extensive repairs, they receive time and one-half.

Railroad B. — Time and one-quarter is paid for overtime on Sundays, July Fourth, Labor Day, Thanksgiving Day, and Christmas Day up to 6 P.M.; time and one-half thereafter. On other days regular rate is paid up to 8 P.M.; and time and one-half thereafter. When called out at night, time and one-half is paid.

Railroad C. — Regular maintenance men are paid time and one-half for all emergency work due to conditions over which they have no control, such as accidents, breakages, or climatic conditions. Construction men are paid time and one-half for all overtime.

Railroad D. — Overtime is paid for as time and one-half.

² Minimum and maximum rates.³ Paid regular rate for first three hours overtime; time and one-half thereafter and for Sunday work.⁴ Weekly rates.

TABLE 16. STEAM RAILROAD EMPLOYEES — CONTINUED.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES PER DAY	HOURS OF LABOR		
	(Paid according to class of service, priority of service, or local conditions)	DAY		Week
		Mon- day to Friday	Satur- day	
Signal Maintenance Department — Con.				
Helpers — Con.				
Railroad A,	\$2.00, 1.75	10	10	70
Railroad A (mechanical and electric),	2.25	10	10	60
Railroad C (tower),	2.25, 2.15	8	8	56
Railroad C (tower, Terminal Division),	2.42	8	8	56
Laborers.				
Railroad C,	1.80, 1.60	10	10	60
Lampmen, Tower.				
Railroad C,	1.85	10	10	70
Railroad C (Terminal Division),	2.32, 2.02	10	10	70
Machinists, Signal.				
Railroad A,	3.25	10	10	70
Maintainers.				
Railroad A,	2.85	10	10	70
Railroad A (interlocking),	1 2.65	12	12	84
Maintainers, Assistant.				
Railroad A,	2.55	10	10	70
Mechanics.				
Railroad A (interlocking),	2 2.94	10	10	60
Railroad A (signal),	2 2.67	10	10	60
Painters, Tower.				
Railroad C,	2.50	9	9	54
Railroad C (Terminal Division),	2.67	9	9	54
Repairmen.				
Railroad B,	3.20, 2.95, 2.70	10	8	58
Railroad C (tower),	3.25, 2.75	9	9	54
Railroad C (tower, Terminal Division),	3.42, 3.17	9	9	54
Signalmen.				
Railroad C,	2.25	10	8	58
Railroad C (general),	2.50	10	8	58
Railroad C (Universal),	3.00, 2.75	10	8	58
Signalmen, Assistant.				
Railroad C,	2.15	10	8	58
Switchfitters.				
Railroad B (chief),	3.20, 2.95, 2.70	10	8	58

¹ One day off, alternate weeks, with pay.² Paid regular rate for first three hours overtime; time and one-half thereafter and for Sunday work.

TABLE 16. STEAM RAILROAD EMPLOYEES — CONTINUED.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES PER DAY	HOURS OF LABOR	
	(Paid according to class of service, priority of service, and conditions in different locations in State)	Day	Week
Station Service.			
<i>Baggagemasters.¹</i>			
Railroads A and B (Boston), ²	\$25.00, 23.00	10	70
Railroad C (Boston),	3.40	-	-
Railroad C (track, Boston),	2.80	-	-
Railroad D (Boston), ²	15.00, 13.50, 12.50	-	-
Railroad D (way stations),	² 11.00	-	-
<i>Baggagemasters, Assistant.¹</i>			
Railroads A and B (Boston),	2.50	10	{ 60 70
Railroads A and B (foremen, Boston),	2.90	10	{ 60 70
Railroad C (Boston),	3.20	-	-
<i>Baggagemen.¹</i>			
Railroads A and B (Boston),	2.15, 2.00, 1.90, 1.75, 1.60	-	-
Railroad C (Boston),	2.30, 2.15, 2.00, 1.90, 1.75	-	-
<i>Baggagemen (Boardmen and Valise Room Men).¹</i>			
Railroads A and B (Boston),	2.25	10	{ 60 70
Railroad C (Boston),	2.65	-	-
<i>Baggagemen (Checkmen).¹</i>			
Railroads A and B (Boston),	2.50	10	{ 60 70
Railroad C (Boston),	2.65	-	-
<i>Baggagemen (Floormen).¹</i>			
Railroad C (Boston),	2.45	-	-
<i>Baggagemen (Parcel Clerks).¹</i>			
Railroads A and B (Boston),	2.00	10	{ 60 70
<i>Baggagemen (Porters).</i>			
Railroads A and B (Boston),	2.10, 1.90, 1.75, 1.60	10	{ 60 70
Railroad D, ²	11.00, 10.50	9	53
<i>Baggagemen (Shippers).¹</i>			
Railroads A and B (Boston),	2.50	10	{ 60 70
Railroad C (Boston),	2.75	-	-
<i>Baggagemen (Tube Room).¹</i>			
Railroad C (Boston),	2.55	-	-
<i>Cashiers and Operators.</i>			
Railroad C,	2.75, 2.45	-	-
<i>Cleaners.</i>			
Railroads A and B (Boston),	1.85, 1.60	10	70
Railroads A and B (Boston),	1.75	9	63
Railroad C, ³	.50-2.25	10	70
<i>Clerks.</i>			
Railroad A,	2.05	9	-
Railroad B,	2.12, 2.05	9	-
Railroad C,	2.12	9	-

¹ Rates shown are for Boston Terminal Stations only. Rates in other stations in the State are not usually as large unless the station has an unusual amount of business or traffic.

² Weekly rates.

³ Minimum and maximum rates.

TABLE 16. STEAM RAILROAD EMPLOYEES — CONTINUED.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES PER DAY		HOURS OF LABOR	
	(Paid according to class of service, priority of service, and conditions in different locations in State)		Day	Week
Station Service — Con.				
Clerks and Operators.				
Railroad B, ¹	\$18.00, 17.50, 17.30, 16.95, 16.50, 16.00		8	—
Railroad B, ¹	18.50, 18.00, 17.25, 17.15, 17.00, 16.75, 16.50, 16.00, 15.75, 15.50, 15.00		9	—
Railroad B, ¹	18.50, 16.00, 14.00		10	—
Railroad B, ¹	19.00, 18.50, 17.50, 17.15, 17.00, 16.50, 16.00, 15.70, 15.50, 15.00, 14.50, 14.00		12	—
Railroad C,	2.85, 2.70, 2.60, 2.55, 2.50, 2.45, 2.41½, 2.40, 2.35, 2.30, 2.25, 2.20, 2.15, 1.25		—	—
Crossing Tenders and Gatemen.				
Railroads A and B (Boston),	2.50		9	63
Railroad C, ²	1.70-2.15		—	—
Railroad D,	11.50		9	53
Elevatormen, Passenger. ³				
Railroads A and B (Boston),	1.75, 1.50		10	70
Freight Agents.				
Railroad B,	118.75		9	—
Railroad B, ¹	23.10, 21.00, 19.00, 18.00, 17.00		12	—
Railroad C,	126.26		—	—
Freight Agents and Operators.				
Railroad B, ¹	25.00, 24.00, 22.00, 20.00		12	—
Railroad C,	3.40		—	—
Freight Checkers. ³				
Railroads A, B, and C (Boston),	2.65		10	—
Freight Deliverers. ³				
Railroads A and B (Boston),	2.45		10	—
Railroad C (Boston),	2.65		10	—
Freight Handlers. ³				
Railroads A, B, and C (Boston),	2.30, ⁴ 1.75		10	—
Railroad C (longshoremen, Boston),	2.30, 2.20		9	—
			10	—
Freight Receivers. ³				
Railroads A and B (Boston),	2.55		10	—
Railroad C (Boston),	2.65		10	—
Guides. ³				
Railroads A and B (Boston),	2.50		9	63
Mail Carriers.				
Railroad C, ²	1.65-1.90		—	—
Matrons.				
Railroad D,	18.25		8	48
Night Men.				
Railroad C, ² . . . . .	.55-1.70		—	—
Station Agents.				
Railroad A,	3.53, 3.21, 3.00, 2.95, 2.75, 2.67, 2.50, 2.41, 2.40, 2.35, 2.31, 2.25, 2.14, 2.05, 2.00, 1.87, 1.85, 1.80, 1.75, 1.72, 1.70, 1.60		—	—
Railroad A (relief),	3.29		—	—
Railroad B, ¹	26.00, 25.00, 23.10, 22.50, 21.00, 20.50, 20.00, 19.00, 18.50, 18.00, 17.50, 17.00, 16.50, 16.00, 15.50, 15.25, 15.00, 14.50, 14.00, 13.50, 13.25, 13.00, 12.00, 11.25, 11.00, 10.50, 10.00, 9.00, 8.50		12	—

¹ Weekly rates.² Minimum and maximum rates.³ Rates shown are for Boston Terminal Stations only. Rates in other stations in the State are not usually as large unless the station has an unusual amount of business or traffic.⁴ Rate for first three months, then \$2.30.

TABLE 16. STEAM RAILROAD EMPLOYEES — CONTINUED.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES PER DAY	HOURS OF LABOR	
	(Paid according to class of service, priority of service, and conditions in different locations in State)	Day	Week
Station Service — Con.			
<i>Station Agents — Con.</i>			
Railroad B (relief),	¹ \$23.10	—	—
Railroad C,	3.75, 3.70, 3.55, 3.54, 3.50, 3.45, 3.35, 3.30, 3.25, 3.20, 3.15, 3.10, 3.00, 2.95, 2.90, 2.75, 2.65, 2.55, 2.50, 2.45, 2.40, 2.35, 2.30, 2.20, 2.15, 2.10, 2.05, 2.00, 1.90	—	—
Railroad D,	¹ 23.00	9	53
<i>Station Agents and Operators.</i>			
Railroad B, ¹	21.00, 17.50, 17.00, 16.50	9	—
Railroad B, ¹	23.10, 22.50, 22.00, 21.00, 19.50, 19.00, 18.50, 18.00, 17.50, 17.00, 16.50, 16.30, 16.25, 16.00, 15.50, 15.00	12	—
Railroad B (relief),	¹ 23.10	—	—
Railroad C,	3.75, 3.60, 3.50, 3.45, 3.40, 3.25, 3.20, 3.15, 3.05, 3.00, 2.95, 2.90, 2.85, 2.80, 2.75, 2.70, 2.65, 2.60, 2.55, 2.50, 2.45, 2.40, 2.35, 2.30, 2.25, 2.20, 2.15, 2.10	—	—
<i>Station Agents and Operators, Assistant.</i>			
Railroad B,	¹ 16.00	9	—
Railroad B,	¹ 19.00	12	—
Railroad C,	2.50	—	—
<i>Telegraph Operators.²</i>			
Railroad A,	2.85, 2.82, 2.60, 2.50, 2.41, 2.35, 2.30, 2.25, 2.20, 2.14, 2.00	—	—
Railroad B, ¹	21.00, 17.50, 16.50	8	—
Railroad B, ¹	15.25	10	—
Railroad B, ¹	13.65	12	—
Railroad C, ³	3.05, 3.00, 2.70, 2.65, 2.55, 2.50, 2.45, 2.40, 2.35, 2.30, 2.25, 2.20, 2.15	—	—
<i>Ticket Agents.</i>			
Railroads A and B (Boston), ⁴	25.00, 23.00, 21.00, 19.25, 17.30, 15.00, 13.85	9	63
Railroad A, ¹	23.75, 22.00, 19.00, 18.50	12	—
Railroad C,	2.90, 2.70, 2.65, 2.45	—	—
Railroad D, ¹	21.00, 17.00, 14.50, 13.50, 13.00, 12.00	—	—
<i>Ticket Agents, Assistant.</i>			
Railroad C,	2.35	—	—
<i>Ticket Agents and Operators.</i>			
Railroad B, ¹	17.75, 17.50, 17.25, 16.00	9	—
Railroad B, ¹	22.00, 20.50, 18.50, 18.00, 17.50, 16.50, 16.00, 15.00	12	—
Railroad C,	3.00, 2.90, 2.75, 2.70, 2.65, 2.60, 2.40, 2.35, 1.40	—	—
<i>Ticket Agents and Operators, Assistant.</i>			
Railroad C,	2.70, 2.65, 2.45, 2.40, 2.30, 2.25, 2.20, 2.15, 2.10	—	—
<i>Ticket Clerks.</i>			
Railroad B,	¹ 16.50	9	—
<i>Ticket Clerks and Operators.</i>			
Railroad B, ¹	18.00, 17.50, 17.00, 16.00, 15.75	9	—
Railroad B,	¹ 16.00	10	—
Railroad B, ¹	17.00, 16.50, 14.00	12	—
<i>Watchmen.</i>			
Railroad C, ⁴	1.25-3.00	—	—

¹ Weekly rates.² In many cases telegraph operators work in 3 tricks of 8 hours each; in a few cases 2 tricks of 12 hours each or 4 tricks of 6 hours each. Rates paid employees in a group of tricks are not always uniform.³ Also one weekly rate of \$20.25 for 6 days.⁴ Minimum and maximum rates.

TABLE 16. STEAM RAILROAD EMPLOYEES — CONCLUDED.

BRANCHES OF SERVICE AND OCCUPATIONS.	RATES OF WAGES PER WEEK	Daily Hours of Labor ¹
	(Paid according to class of service, priority of service, or conditions in different locations in State)	
Switch Towers.		
<i>Agents, Operators and Towermen.</i>		
Railroad B,	\$18.25, 17.80	9
Railroad B,	17.00	12
<i>Announcers.</i>		
Boston (Terminal Division), ²	2.50, 2.45, 2.20	8
<i>Car Distributors.</i>		
Railroad B,	24.50	-
<i>Clerks, Operators, and Towermen.</i>		
Railroad B,	17.30	9
<i>Levermen or Helpers.</i>		
Boston (Terminal Division),	² 3.55	8
Railroad A, ²	2.60, 2.46	8
Railroad B,	19.35, 19.25, 18.10, 17.60, ³ 16.50, ³ 16.25, ³ 15.30	8
Railroad C, ²	3.67, 3.37, 3.27, 3.22, 2.82, 2.77	8
Railroad C (relief),	² 2.92	8
<i>Levermen, Head.</i>		
Railroad B,	20.00	8
<i>Sheetmen.</i>		
Railroad C,	² 2.92	8
Railroad C (Terminal, clerks and sheetmen),	² 3.02	8
<i>Switchmen.</i>		
Railroad A (groundmen),	² 2.35	12
<i>Switchmen and Telegraph Operators.</i>		
Railroad B,	16.50	12
Railroad C,	² 2.35	12
Railroad C (day), ²	2.25, 2.20	12
Railroad C (night), ²	2.40, 2.20	12
<i>Telephone Operators.</i>		
Boston (Terminal Division),	² 2.70	8
<i>Tower Directors.</i>		
Boston (Terminal Division),	² 4.35	8
Railroad B,	24.50	8
Railroad C, ⁴	4.42, 3.97, 3.67, 3.37, 3.17, 3.07	8
Railroad D,	18.25	9
<i>Towermen.</i>		
Railroad A, ²	2.85, 2.70, 2.60, 2.50, 2.41, 2.30, 2.25	8
Railroad A (relief),	² 3.00	8
Railroad B,	21.00, 20.70, 20.50, 20.20, 20.15, 20.00, 19.80, 19.75, 19.70, 19.25, 19.00, 18.75, 18.60, 18.25, 18.10, 18.00, 17.90, 17.80, 17.60, 17.50, 17.35, 17.30, 17.25, 17.20, 17.15, 17.00, 16.25, 16.00	8
Railroad B,	18.00, 17.75, 17.00, 16.80	9
Railroad B,	19.00, 18.00, 17.60, 17.00, 16.00, 15.50, 15.00	12
Railroad B (relief),	21.00, 20.70	-
Railroad C, ²	3.17, 3.07, 3.02, 2.97, 2.87, 2.82, 2.77, 2.67, 2.57, 2.47	8
Railroad D,	17.00, 15.35	9

¹ Nearly all towermen work 7 days a week.² Day rates.³ Six days' work.⁴ Includes foremen and director levermen; day rates.

TABLE 17. STREET AND ELECTRIC RAILWAY EMPLOYEES.

COMPANIES.	YEARS OF SERVICE AND RATES PER HOUR								
	1st 6 Mos.	2d 6 Mos.	2d Year	3d Year	4th Year	5th Year	6th Year	7th Year	8th Year and After
Motormen and Conductors—Surface Lines.									
Bay State St. Ry. Co.,	\$0.24	\$0.24	\$0.25	\$0.26	\$0.26	\$0.26	\$0.27	\$0.27	\$0.28
Boston Elevated Ry. Co., . . . . .	.26 ¹ / ₂	.26 ³ / ₄	.27 ³ / ₄	.28 ³ / ₄	.29 ¹ / ₄	.29 ³ / ₄	.31 ¹ / ₄	.31 ¹ / ₄	.31 ¹ / ₄
Berkshire St. Ry. Co.,	—	.26	.27	.27	.28 ¹ / ₂	.28 ¹ / ₂	.28 ¹ / ₂	.28 ¹ / ₂	.28 ¹ / ₂
Boston & Worcester St. Ry. Co., ¹	.24	.24	.25	.26	.27	.28	.29	.29	.29
Concord, Maynard and Hudson St. Ry. Co.,	.20	.20	.21	.22	.23	.24	.25	.25	.25
Connecticut Valley St. Ry. Co., . . . . .	.20	.20	.21	.22	.23	.24	.25	.25	.25
Fitchburg and Leominster St. Ry. Co.,	.20	.21	.23	.24	.25	.27 ¹ / ₂	.27 ¹ / ₂	.27 ¹ / ₂	.27 ¹ / ₂
Haverhill and Amesbury St. Ry. Co.,	.22	.22	.23	.24	.24	.25	.25	.25	.26 ¹ / ₂
Holyoke St. Ry. Co., . . . . .	.23	.24 ¹ / ₂	.26	.27	.28 ¹ / ₂	.28 ¹ / ₂	.28 ¹ / ₂	.28 ¹ / ₂	.28 ¹ / ₂
Interstate Consolidated St. Ry. Co.,	.23	.24 ¹ / ₂	.26	.27	.28 ¹ / ₂	.28 ¹ / ₂	.28 ¹ / ₂	.28 ¹ / ₂	.28 ¹ / ₂
Mass. Northeastern St. Ry. Co., . . . . .	.22	.22	.23	.24	.24	.25	.25	.25	.26 ¹ / ₂
Middlesex & Boston St. Ry. Co., . . . . .	.24	.24	.26	.28	.29	.30	.30	.30	.30
Milford & Uxbridge St. Ry. Co., . . . . .	.24	.24	.25	.26	.27	.28	.29	.29	.29
Milford, Attleborough & Woonsocket St. Ry. Co.,	.23	.24 ¹ / ₂	.26	.27	.28 ¹ / ₂	.28 ¹ / ₂	.28 ¹ / ₂	.28 ¹ / ₂	.28 ¹ / ₂
New Bedford & Onset St. Ry. Co., . . . . .	.25	.25	.26	.27	.28	.29	.30	.30	.30
Northampton St. Ry. Co., . . . . .	.25	.25	.26	.27	.28	.29	.30	.30	.30
Northern Mass. St. Ry. Co., . . . . .	.20	.20	.21	.22	.23	.24	.25	.25	.25
Springfield St. Ry. Co., ²	2.30	2.45	2.60	2.70	2.85	2.85	2.85	2.85	2.85
Union St. Ry. Co. (New Bedford), . . . . .	.25	.25	.26	.27	.28	.29	.30	.30	.30
Worcester Consolidated St. Ry. Co., . . . . .	.23	.24 ¹ / ₂	.26	.27	.28 ¹ / ₂	.28 ¹ / ₂	.28 ¹ / ₂	.28 ¹ / ₂	.28 ¹ / ₂

OCCUPATIONS AND COMPANIES.	YEARS OF SERVICE AND RATES PER HOUR					
	1st Year	2d Year	3d Year	4th Year	5th Year	6th-10th Year
Brakemen, Rapid Transit Lines.						
Boston Elevated Ry. Co.,	\$0.21 ³ / ₄	\$0.22 ¹ / ₄	\$0.23	\$0.23 ¹ / ₂	\$0.24	\$0.24 ¹ / ₂
Collectors.						
Boston Elevated Ry. Co.,	{ ³ / ₄ .15 .16	{ ³ / ₄ .17 .18	.19	.19	.19	.19
Gatemen, Rapid Transit Lines.						
Boston Elevated Ry. Co., . . . . .	.18	.19	.19 ¹ / ₂	.19 ³ / ₄	.20	.20 ¹ / ₂
Guards, Rapid Transit Lines.						
Boston Elevated Ry. Co., . . . . .	.25	.26	.26 ¹ / ₂	.27	.27 ¹ / ₂	.28
Motormen, Rapid Transit Lines.						
Boston Elevated Ry. Co., . . . . .	.29 ¹ / ₄	.30	.30 ³ / ₄	.31 ¹ / ₂	.32 ¹ / ₄	.33

¹ Minimum wage \$2.40 for 8 to 9 hours.² Rates per day for 9 hours' work.³ Smaller rate paid for first 6 months of the year; larger rate for second 6 months.

INDEX TO OCCUPATIONS FOR WHICH RATES ARE QUOTED.

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Finishers (electrotypers),	47	Laborers, cement,	12
Finishers, paper,	39	Laborers (federal),	77, 78, 80
Firemen (federal),	77, 78, 80	Laborers (metropolitan water and sewer works),	83
Firemen, locomotive,	90	Laborers (municipal),	83
Firemen and helpers (brewery),	31	Laborers (quarry),	53
Firemen and helpers, stationary,	76	Laborers (steam railroad),	92
Fish workers,	73	Lamplighters (municipal),	84
Fixture hangers and helpers,	12	Lampmen, tower (steam railroad),	92
Flagmen (steam railroad),	88	Lathers, wood, wire, and metal,	14
Floor layers (carpenters),	9	Laundry wagon drivers,	57
Flymen (theatrical),	65	Laundry workers,	25
Foremen (municipal),	82	Leather handlers,	74
Foremen and assistants (federal),	77, 80	Leather workers,	74
Foremen and assistants (steam railroad),	91	Levermen or helpers (steam railroad),	96
Freight agents and operators (steam railroad),	94	Lighting operators (theatrical),	66
Freight handlers (steam railroad),	94	Linemen. <i>See</i> Electrical workers,	
Furniture teamsters,	56, 58	Lithographers and engravers,	48
		Longshoremen,	74
Gang bosses (federal),	77, 80	Longshoremen — freight handlers (steam rail- road),	94
Gardeners (federal),	78, 80	Lumber teamsters and handlers,	57
Gardeners and assistants (municipal),	83		
Garment workers,	34	Machine operators (bottlers),	29
Gas fitters and helpers,	18	Machine operators (bookbinders),	41
		Machine operators (compositors),	46

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Machine operators (federal),	77	Paper makers,	39
Machine tenders (paper),	39	Paper rulers,	50
Machinists (steam railroad),	92	Pattern makers (federal),	78, 81
Machinists and helpers,	35	Pattern makers (wood),	72
Machinists and helpers (federal),	77, 78, 80	Pavers (municipal),	84
Mail carriers (steam railroad),	94	Pavers (navy yard),	78
Mailers,	48	Photo-engravers,	48
Maintainers, signal, and assistants (steam rail- road),	92	Piano and furniture movers,	58
Marble workers,	51	Pipe coverers,	19
Market teamsters,	58	Pipe fitters,	18
Masons, stone,	22	Pipe fitters (federal),	77, 78
Masons and helpers (federal),	77, 78, 81	Planer hands (carpenters),	71
Matrons (steam railroad),	94	Planer hands (machinery),	36
Meat cutters and butcher workmen,	32	Planermen (quarry),	53
Mechanics (steam railroad),	92	Planers (box),	70
Metal polishers, buffers, and platers,	37	Plasterers,	17
Meter workers,	74	Plasterers (navy yard),	78
Metropolitan water and sewer works employees,	83	Plasterers' tenders,	8
Milk wagon drivers,	58	Platers (federal),	77
Mill hands and helpers, general (carpenters),	70	Platers (metal),	37
Millmen (federal),	77, 78	Plumbers and helpers (federal),	77, 78, 81
Millwrights (federal),	77, 78	Plumbers and pipe fitters,	18, 19
Molders (carpenters),	71	Polishers, granite,	51
Molders (electrotypers),	48	Polishers (federal),	77, 79, 81
Molders and helpers,	37	Polishers, metal,	37
Molders and helpers (federal),	78, 81	Press feeders,	48
Motormen, rapid transit (street railway),	97	Pressmen (lithographers),	48
Motormen and conductors, surface (street rail- way),	97	Pressmen (navy yard),	79
Moving picture operators,	67	Pressmen, printing,	43, 48, 49
Municipal employees,	82	Pressmen (pulp mill),	40
Navy yard employees,	78	Printers, box,	70
Newspaper compositors,	47	Printers (federal),	77
Newspaper wagon drivers,	58	Printing pressmen,	43, 47, 48
Night men (steam railroad),	94	Proof-readers,	47
Oilers,	76	Property men and assistants (theatrical),	68
Oilers (brewery),	31	Pulp, sulphite, and paper mill workers,	40
Oilers (federal),	77, 81	Quarry workers,	51
Oilers (pulp mill),	40	Quartermasters, ferry (municipal),	82
Oilers. <i>See also</i> Stationary firemen.		Railroad employees, steam,	86
Operators, moving picture,	67	Railway employees, street,	97
Operators, telegraph (steam railroad),	95, 96	Rear trainmen (steam railroad),	88
Operators and cashiers (steam railroad),	93	Repairmen. <i>See</i> Electrical workers.	
Operators and clerks (steam railroad),	94	Repairmen (steam railroad),	92
Operators and freight agents (steam railroad),	94	Road rolling engineers,	76
Operators and station agents (steam railroad),	95	Roofers (navy yard),	79
Operators and ticket agents (steam railroad),	95	Roofers and helpers,	21
Operators and ticket clerks (steam railroad),	95	Rulers, paper,	50
Operators and towermen (steam railroad),	96	Sail makers,	74
Overall workers,	34	Sail makers (navy yard),	79
Packers (bottlers),	29	Sand and cement teamsters,	59
Packers (federal),	77, 78, 81	Sanders (carpenters),	71
Packers (paper),	40	Sawyers (carpenters),	71
Painters (federal),	77, 78, 81	Sectionmen (quarry),	53
Painters, house,	16	Sewer workers (bricklayers),	8
Painters, ship,	75	Sewer workers (municipal),	84
Painters, sign,	17	Sheetmen (steam railroad),	96
Painters, tower (steam railroad),	92	Sheet metal workers,	21
Painters, decorators, and paperhangers,	15	Sheet metal workers (navy yard),	79
Pants cutters,	34	Ship carpenters,	75
Paperhangers,	17	Ship painters,	75
		Ship plumbers (navy yard),	78
		Ship riggers,	75

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Shippers, box,	70	Telegraph operators and switchmen (steam rail- road),	95, 96
Shippers (carpenters),	71	Telephone operators,	62
Shippers (leather handlers),	74	Telephone operators (steam railroad),	96
Shop and mill carpenters,	70	Telephone workers (electrical),	61
Signal foremen and assistants (steam railroad),	91	Theatrical employees,	63
Signal maintainers (steam railroad),	92	Ticket agents and assistants (steam railroad),	95
Signalmen and assistants (steam railroad),	92	Ticket agents and operators and assistants (steam railroad),	95
Signalmen and interlockers (steam railroad),	92	Ticket clerks (steam railroad),	95
Sign writers and helpers,	17	Ticket clerks and operators (steam railroad),	95
Skirt makers,	34	Tile layers and helpers,	22
Sprinkler fitters and helpers,	20	Tinners (federal),	77
Stablemen (bottlers),	29	Tinsmiths,	21
Stablemen (brewery),	32	Tip cart drivers,	59
Stablemen (federal),	77, 79, 81	Tobacco strippers,	32
Stablemen (municipal),	84	Tool dressers (navy yard),	79
Stablemen and garagemen,	59	Tool grinders (federal),	77, 81
Stage employees,	63	Tool makers,	36
Stairbuilders (carpenters),	11	Tool makers (federal),	77, 79, 81
Station agents (steam railroad),	94	Tool sharpeners (quarry),	54
Station agents and operators and assistants (steam railroad),	94, 95	Tower directors (steam railroad),	96
Station employees (steam railroad),	93	Towermen (steam railroad),	96
Stationary engineers,	75	Towermen, agents, and operators (steam rail- road),	96
Stationary engineers (brewery),	31	Town laborers,	83
Stationary firemen,	76	Trainmen (steam railroad),	88
Stationary firemen (brewery),	31	Transfer drivers,	56
Steam drill engineers,	14	Traveler operators (quarry),	54
Steam drill engineers (municipal),	82	Tree climbers (municipal),	85
Steam fitters (federal),	81	Turners (carpenters),	72
Steam fitters and helpers,	20, 21	Turners (machinery),	37
Steam fitters and helpers (pulp mill),	40		
Steam railroad employees,	86	United States armory employees,	77
Steam roller men (municipal),	82, 84	United States arsenal employees,	80
Steamship clerks,	73	United States navy yard employees,	78
Steel and iron molders,	38	Upholsterers,	72
Stereotypers,	50	Upholsterers (navy yard),	79
Stock cutters and fitters (carpenters),	72		
Stone cutters (municipal),	85	Waiters,	25
Stone cutters (navy yard),	79	Watchmen (brewery),	32
Stone, marble, and quarry workers,	51	Watchmen (federal),	77, 81
Stone masons,	22	Watchmen (steam railroad),	95
Stove mounters and range workers,	38	Water and sewer works employees, metropolitan,	83
Street railway employees,	97	Weigh masters, ice,	57
Structural iron workers,	14	Weighers (leather handlers),	74
Switchfitters (steam railroad),	92	Weighers (pulp mill),	40
Switchmen (steam railroad),	96	Wharf and bridge carpenters,	11
Switchmen and telegraph operators (steam rail- road),	95, 96	Wharf builders (navy yard),	79
Switch tower men (steam railroad),	96	Wharfmen,	56
		Wine clerks,	73
Tailors,	34	Wiremen (navy yard),	79
Tally men,	58	Wiremen. <i>See also</i> Electrical workers.	
Teamsters,	55	Wood carvers (carpenters),	72
Teamsters (bottlers),	28	Woodworkers (carpenters),	70
Teamsters (federal),	77, 79, 81	Woodworkers and helpers (federal),	77, 79, 81
Teamsters (pulp mill),	40		
Teamsters and helpers (brewery),	30	Yardmen (pulp mill),	40
Teamsters and helpers (municipal),	85	Yardmen (teamsters),	56, 58
Telegraph operators (steam railroad),	95, 96		

PART V

IMMIGRANT ALIENS DESTINED FOR AND EMIGRANT
ALIENS DEPARTED FROM MASSACHUSETTS

1914

(ISSUED AS LABOR BULLETIN No. 108)

IMMIGRANT ALIENS DESTINED FOR AND EMI- GRANT ALIENS DEPARTED FROM MASSACHUSETTS, 1914.¹

1. INTRODUCTORY.

Endeavor has been made in preparing this report² to show the volume and character of that portion of the immigration to the United States which was destined for Massachusetts, and of that portion of the emigrant population of Massachusetts which departed from this Commonwealth to take up a permanent residence abroad. The data herein presented have been selected from the Annual Reports of the Commissioner-General of Immigration for the years¹ 1896 to 1914, and from the Annual Report of the Superintendent of Immigration for the year¹ 1895.

2. IMMIGRANT ALIENS³ DESTINED FOR MASSACHUSETTS.

The number of immigrant aliens admitted to the United States and destined for Massachusetts during the year ending June 30, 1914, was 93,200, which was less by over 8,000 than the number so destined in 1913, notwithstanding the fact that the aggregate number admitted to the United States, 1,218,480, was greater by over 20,000 than the number admitted in 1913. The proportion destined for Massachusetts of the aggregate number admitted to the United States was 7.6 per cent, — the smallest percentage since 1908, when 7.3 per cent of those admitted to the United States were destined for Massachusetts.

During the past 20 years there has been considerable variation from

¹ The years referred to throughout this article are in each case the years ending June 30.

² This report is the tenth annual presentation by this Bureau on the subject of immigrant aliens destined for Massachusetts, previous presentations having been published in Labor Bulletins Nos. 38 (December, 1905), 49 (May, 1907), 56 (January, 1908), 63 (April, 1909), 75 (August, 1910), 81 (May, 1911), 90 (March, 1912), Part I of the Annual Report on the Statistics of Labor for 1912, and 99 (April, 1914).

³ "Arriving aliens whose permanent domicile has been outside the United States who intend to reside permanently in the United States are classed as immigrant aliens; departing aliens whose permanent residence has been in the United States who intend to reside permanently abroad are classed as emigrant aliens; all alien residents of the United States making a temporary trip abroad and all aliens residing abroad making a temporary trip to the United States are classed as non-emigrant aliens on the outward journey and non-immigrant on the inward." — *Report of Commissioner-General of Immigration, 1913, page 6.*

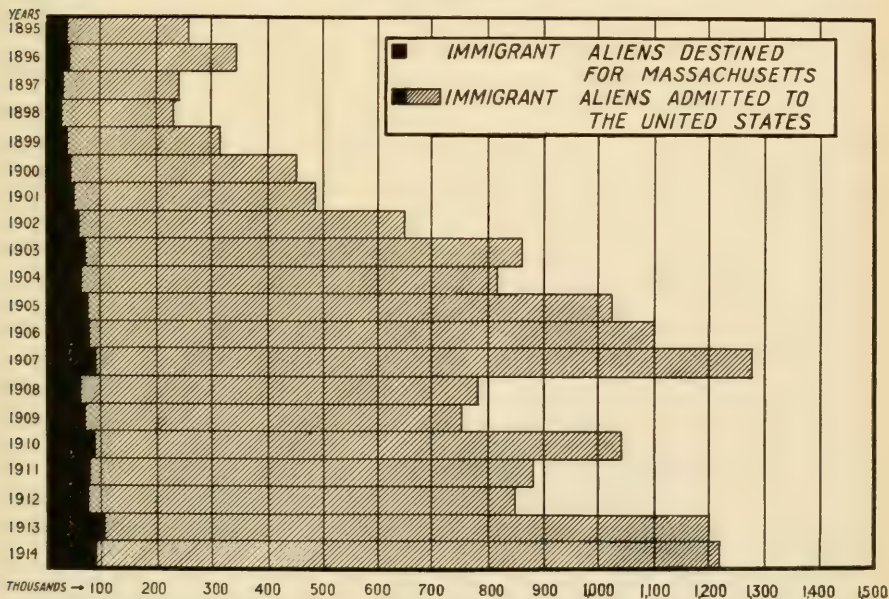
year to year in the total number of immigrants to the United States and also in the number destined for Massachusetts. The number admitted to the United States did not exceed 343,267 during any one of the years 1895 to 1899. In 1900 the number admitted was 448,572 and from year to year thereafter, with the exception of 1904, it increased by large additions until 1907, when there were 1,285,349 admitted. This was the record year both for the United States and for Massachusetts. In 1908 the number admitted to the United States decreased by over 500,000 as compared with 1907, and 1909 showed even a smaller total than 1908. In 1910 the number increased to 1,041,570, fell to 878,587 in 1911, and to 838,172 in 1912, but in 1913 it increased to 1,197,892, and in 1914 to 1,218,480, or to within 67,000 of the record in 1907.

From the monthly summaries of the Federal Bureau of Immigration it appears that during the nine months July, 1914, to March, 1915, inclusive, the volume of immigration to the United States has shown a remarkable decrease due, no doubt, partly to the European War and partly to the recent industrial depression in this country. The number of immigrant aliens admitted during the period of nine months was only 253,501, as compared with 919,071 admitted during the corresponding nine months of the fiscal year ending in 1914. The number of emigrant aliens who departed from the United States during the period was 176,166, or about 42,000 less than during the corresponding period of the fiscal year ending in 1914. As only 253,501 immigrant aliens were admitted during the period, the net addition to the population of the country through immigration was only 77,335 during the nine months, as compared with a net addition of 700,491 during the corresponding period of the previous fiscal year.

The Slavs, who during recent years have constituted a very large proportion of the total number of immigrant aliens admitted to this country, showed during the first nine months of the fiscal year ending June 30, 1915, a remarkable decrease as compared with the number admitted during the corresponding nine months of the previous fiscal year, the number admitted having been only 22,771 as compared with 236,863 during the corresponding period of the previous fiscal year. Likewise the Italians (North and South) showed a great reduction in the number admitted, the comparative figures being 41,875 and 222,939 for the corresponding periods. For certain other races marked reductions may be noted, thus, for the Germans, the comparative numbers were 17,351 and 58,322; for the English, 29,979 and 38,110; Scandinavians, 18,146 and 24,691; and for the French, 9,494 and 13,592.

TABLE I. — *Immigrant Aliens Destined for Massachusetts and Admitted to the United States, 1895-1914.*

YEARS (ENDING JUNE 30).	Number of Immigrant Aliens whose Destination was Massachusetts	Total Number of Immigrant Aliens Admitted to the United States	Percentages of Total Immigrant Aliens whose Destination was Massachusetts
1895,	30,027	258,536	11.6
1896,	36,561	343,267	10.7
1897,	24,581	230,832	10.6
1898,	23,849	229,299	10.4
1899,	30,754	311,715	9.9
1900,	39,474	448,572	8.8
1901,	41,789	487,918	8.6
1902,	50,939	648,743	7.9
1903,	65,757	857,046	7.7
1904,	58,411	812,870	7.2
1905,	72,151	1,026,499	7.0
1906, ¹	73,863	1,100,735	6.7
1907, ¹	85,583	1,285,349	6.7
1908, ¹	57,303	782,870	7.3
1909, ¹	61,197	751,786	8.1
1910, ¹	82,666	1,041,570	7.9
1911, ¹	70,811	878,587	8.1
1912, ¹	70,171	838,172	8.4
1913, ¹	101,674	1,197,892	8.5
1914, ¹	93,200	1,218,480	7.6
1895-1914 (20 years),	1,170,761	14,750,738	7.9
<i>Averages, 1895-1914,</i>	<i>58,538</i>	<i>737,537</i>	<i>-</i>

CHART. — *Immigrant Aliens Admitted to the United States and Destined for Massachusetts, 1895-1914.*

¹ In this table the returns for the years 1906-1914 are not strictly comparable with those for the earlier years, because in 1905 and in prior years *all* aliens arriving at ports of the United States, with the exception of those merely in transit to other countries, were reported as "alien arrivals." During the years 1906-1914 there have been segregated from those arriving not only aliens in transit, but all aliens returning from visits abroad to resume previously established permanent domiciles in the United States, and all coming simply as visitors or tourists with the intention of returning to homes abroad. The totals for the years 1895 to 1905 are directly comparable with each other as they stand in the table.

Massachusetts has always been one of the leading States as the declared destination of immigrants, ranking third or fourth for over 20 years, and having been exceeded during that period only by New York, Pennsylvania, and Illinois. During the period 1895-1904 it was exceeded only by New York and Pennsylvania.

In recent years there has been a marked change in the sources of immigration. A large part of our immigration was formerly of Teutonic and Celtic origin, but for several years the bulk of immigration has come from the countries of Eastern and Southern Europe and Western Asia. The number of such origin admitted to the United States in 1914 is 915,007,¹ or about 75 per cent of all immigrants admitted. Although Massachusetts has received a smaller proportion of this immigration than the country as a whole, nevertheless, approximately 56 per cent of the immigrant aliens destined for Massachusetts during the year 1914 were from these countries.

The numbers of immigrant aliens admitted to the United States and to Massachusetts, together with the percentages of the number admitted who were destined for this State during the year ending June 30, 1914, are presented, by races or peoples, in Table II. The Italians (south) ranked first with 21,865, or 8.7 per cent of the total number admitted to the United States. Second in rank were the Polish with 10,019, or 8.2 per cent of the total number admitted, followed in numerical order by the Hebrew, 7,751; Irish, 6,133; Portuguese, 6,052; Greek, 5,745; and English, 5,556. For several years the Portuguese have shown the largest percentage destined for Massachusetts of any of the races or peoples represented in the aggregate immigration to the United States, the percentage in 1914 having been 62.7, as compared with 66.4 in 1913. The percentages for the several races or peoples showing over 10 per cent destined for Massachusetts in 1914 were: Portuguese, 62.7; Armenian, 22.5; African (black), 21.2; Irish, 18.1; Finnish, 17.0; Lithuanian, 15.1; Syrian, 13.6; French, 13.0; Scotch, 12.9; Greek, 12.5; English, 10.7; and Russian, 10.6. The percentages for these several races varied but little in most cases from the corresponding percentages for 1913 except that noticeable decreases in the percentages of Syrians, Portuguese, and French were shown and a rather marked increase in the percentage of African (black).

¹ This number was divided as follows: Italy, (including Sicily and Sardinia), 283,738; Russian Empire, 255,660; Hungary, 143,321; Austria, 134,831; Greece, 35,832; Turkey in Asia, 21,716; Portugal (including Cape Verde and Azore Islands), 10,898; Bulgaria, Servia, and Montenegro, 9,189; Turkey in Europe, 8,199; Spain (including Canary and Balearic Islands), 7,591; and Roumania, 4,032.

TABLE II. — *Immigrant Aliens Destined for Massachusetts and Admitted to the United States in 1914, and Averages for the Five-year Period, 1909-1913: By Races or Peoples.*

RACES OR PEOPLES.	1914			ANNUAL AVERAGES — 1909-1913		
	Number of Immigrant Aliens Destined for Massachusetts	Number of Immigrant Aliens Admitted to the United States	Percentages of Immigrant Aliens Destined for Massachusetts	Immigrant Aliens Destined for Massachusetts	Immigrant Aliens Admitted to the United States	Percentages of Immigrant Aliens Destined for Massachusetts
Italian (south),	21,865	251,612	8.7	15,238	177,000	8.6
Polish,	10,019	122,657	8.2	9,094	107,377	8.5
Hebrew,	7,751	138,051	5.6	4,986	82,992	6.0
Irish,	6,133	33,898	18.1	6,318	36,152	17.5
Portuguese,	6,052	9,647	62.7	4,991	8,540	58.4
Greek,	5,745	45,881	12.5	4,939	33,326	14.8
English,	5,556	51,746	10.7	6,205	50,997	12.2
Russian,	4,787	44,957	10.6	2,369	24,017	9.9
Lithuanian,	3,265	21,584	15.1	3,016	18,744	16.1
Italian (north),	2,925	44,802	6.5	2,030	31,044	6.5
Scotch,	2,453	18,997	12.9	2,814	21,654	13.0
French,	2,353	18,166	13.0	3,850	19,539	19.7
Finnish,	2,175	12,805	17.0	1,876	11,320	16.6
Scandinavian,	1,980	36,053	5.5	2,444	40,646	6.0
African (black),	1,792	8,447	21.2	1,096	5,877	18.6
Armenian,	1,751	7,785	22.5	1,440	5,257	27.4
Ruthenian (Russniak),	1,336	36,727	3.6	664	22,798	2.9
Syrian,	1,224	9,023	13.6	965	6,033	16.0
German,	1,058	79,871	1.3	908	68,518	1.3
Others,	2,980	225,771	1.3	2,061	169,770	1.2
Totals,	93,200	1,218,480	7.6	77,304	941,601	8.2

The races or peoples specified in Table II are those only which ranked highest with respect to the numbers destined for Massachusetts. There are, however, many peoples who come in great numbers to the United States, very few or practically none of whom are destined for this State. Thus, in 1914, out of 44,538 Magyars admitted to the United States only 67 were destined for Massachusetts; of 37,284 Croatians and Slovenians, only 91; of 25,819 Slovaks, only 135; and of 24,070 Roumanians, only 61.

A comparison, by races or peoples, of the number of immigrants destined for Massachusetts in 1914 with the average annual numbers so destined during the five-year period, 1909-1913 (see Table II), shows that, in point of numbers, the Italians (south) and Polish ranked respectively first and second, both in 1914 and for the five-year period, while the Hebrews ranked third in 1914, rising from sixth place in rank for the five-year period. Nearly all of the races showed an increase during the fiscal year ending June 30, over the average annual number admitted the preceding five-year period. The percentage of increase was notably high in the following cases: Russian, 102.1; Ruthenian (Russniak), 101.2; African (black), 63.5; Hebrew, 55.5; Italian (north), 44.1; and

Italian (south), 43.5. The leading races or peoples which showed decreases were the Irish, English, Scotch, French and Scandinavian, but the percentage of decrease was large only in the case of the French (38.9).

TABLE III. — *Immigrant Aliens Destined for Massachusetts and Admitted to the United States in 1914, and Averages for the Five-year Period, 1909-1913: By Occupations.*

OCCUPATIONS.	1914			ANNUAL AVERAGES — 1909-1913		
	Number of Immigrant Aliens Destined for Massachusetts	Number of Immigrant Aliens Admitted to the United States	Percentages of Immigrant Aliens Destined for Massachusetts	Immigrant Aliens Destined for Massachusetts	Immigrant Aliens Admitted to the United States	Percentages of Immigrant Aliens Destined for Massachusetts
<i>Professional.</i>	811	14,601	5.6	623	11,122	5.6
Teachers,	177	2,578	6.9	158	1,857	8.5
Sculptors and artists,	82	663	12.4	29	497	5.8
Electricians,	77	1,143	6.7	57	718	7.9
Engineers (professional), . . .	73	1,931	3.8	64	1,731	3.7
Musicians,	72	1,356	5.3	64	1,086	5.9
Clergymen,	71	1,144	6.2	57	954	6.0
Other professional,	259	5,786	4.5	194	4,279	4.5
<i>Skilled.</i>	11,992	173,208	6.9	11,223	132,349	8.5
Tailors,	1,887	27,403	6.9	1,219	18,020	6.8
Carpenters and joiners,	1,122	15,755	7.1	1,021	12,347	8.3
Shoemakers,	1,056	11,210	9.4	929	8,617	10.8
Clerks and accountants,	1,047	16,876	6.2	878	11,903	7.4
Weavers and spinners,	744	3,186	23.4	1,117	3,590	31.1
Dressmakers,	724	9,431	7.7	521	6,175	8.4
Seamstresses,	694	11,694	5.9	466	6,072	7.7
Masons,	490	7,722	6.3	419	5,556	7.5
Textile workers (n. s.),	396	878	45.1	522	1,145	45.6
Mariners,	326	5,185	6.3	292	4,449	6.6
Painters and glaziers,	284	4,178	6.8	259	3,183	8.1
Blacksmiths,	268	5,181	5.2	310	4,293	7.2
Bakers,	258	4,298	6.0	238	3,488	6.8
Barbers and hairdressers,	248	3,656	6.8	243	2,717	8.9
Machinists,	234	2,676	8.7	284	2,576	11.0
Other skilled,	2,214	43,879	5.0	2,505	38,218	6.6
<i>Miscellaneous.</i>	57,496	710,456	8.1	46,013	547,015	8.4
Farm laborers, ¹	22,632	288,053	7.9	16,051	228,063	7.0
Laborers, ¹	17,886	226,407	7.9	16,444	180,363	9.1
Servants,	14,325	144,409	9.9	11,536	105,025	11.0
Merchants and dealers,	811	16,505	4.9	511	10,870	4.7
Farmers,	757	14,442	5.2	567	10,252	5.5
Other miscellaneous,	1,085	20,640	5.3	904	12,442	7.3
<i>No occupation (including women and children),</i>	22,901	320,215	7.2	19,445	251,115	7.7
Totals,	93,200	1,218,480	7.6	77,304	941,601	8.2

Table III shows, by occupations, the numbers of immigrant aliens admitted to the United States, the numbers destined for Massachusetts, with the corresponding percentages for the year 1914, and averages for the five-year period 1909-1913. The number of immigrant aliens in professional occupations destined for Massachusetts in 1914 was 811, or 5.6 per cent of the 14,601 admitted to the United States. This proportion was the same as for the previous five-year period. Of those in professional occupations, teachers ranked first in point of numbers, but

¹ A great many, doubtless the vast majority, of those recorded as "farm laborers" really come to this country to be ordinary unskilled laborers, with no intention of pursuing here the occupation previously followed abroad, but, naturally, they state on entry their former occupation. — *Report of the Commissioner-General, 1914, page 28.*

the number of sculptors and artists showed a remarkable increase during the year as compared with the average number for the five-year period.

The total number of skilled workmen destined for Massachusetts was 11,992, or 6.9 per cent of the total number of skilled workpeople admitted to the United States. The occupations showing the largest numbers of skilled workpeople destined for Massachusetts were: Tailors, 1,887; carpenters and joiners, 1,122; shoemakers, 1,056; and clerks and accountants, 1,047. The number of weavers and spinners destined for Massachusetts showed a decrease in 1914, the number for the year being only 744, as compared with an average annual number of 1,117 for the previous five-year period.

There were 57,496 miscellaneous unskilled workpeople who were destined for Massachusetts in 1914, or 8.1 per cent of the 710,456 admitted to the United States. Of this number of unskilled workpeople 22,632 were farm laborers, 17,886 were classified as laborers,¹ and 14,325 were servants. The increase in the number of farm laborers over the average annual number of farm laborers destined for Massachusetts during the previous five-year period was notably large.

The total number of immigrant aliens entering this State in 1914 having no occupation (including women and children) was 22,901, or 7.2 per cent of the 320,215 admitted to the United States, while the corresponding per cent for the five-year period was 7.7.

Table IV shows, by races or peoples, for each of the several years, 1910 to 1914, the numbers of immigrant aliens destined for Massachusetts with the corresponding totals for the five-year period.

TABLE IV. — *Immigrant Aliens Destined for Massachusetts, 1910-1914: By Races or Peoples.*

RACES OR PEOPLES.	1910	1911	1912	1913	1914	1910-14
Italian (south),	16,182	13,318	12,611	21,030	21,865	85,006
Polish,	9,551	6,152	7,988	13,627	10,019	47,337
Hebrew,	4,693	5,361	5,097	6,109	7,751	29,011
Irish,	6,579	6,899	5,866	6,607	6,133	32,084
Portuguese,	4,228	3,862	4,967	9,002	6,052	28,111
Greek,	5,787	5,223	4,561	5,919	5,745	27,235
English,	7,405	7,149	5,552	6,541	5,556	32,203
Russian,	1,274	1,673	2,673	5,266	4,787	15,673
Lithuanian,	3,453	2,585	2,472	3,957	3,265	15,732
Italian (north),	2,478	1,753	1,529	2,739	2,925	11,424
Scotch,	3,108	3,073	3,030	3,090	2,453	14,754
French,	5,171	3,217	3,160	3,318	2,353	17,219
Finnish,	2,549	1,473	1,209	2,239	2,175	9,645
Scandinavian,	3,223	2,754	1,953	2,374	1,980	12,284
African (black),	937	1,341	1,290	1,173	1,792	6,533
Armenian,	1,603	758	1,375	2,367	1,751	7,854
Ruthenian (Russniak),	690	552	627	965	1,336	4,140
Syrian,	999	857	838	1,692	1,224	5,610
German,	1,091	849	885	938	1,058	4,821
Others,	1,695	1,962	2,488	2,721	2,980	11,846
Totals,	82,666	70,811	70,171	101,674	93,200	418,522

¹ See note on page 8.

A consideration of Table IV shows that the Italians (south), with 21,865 persons destined for Massachusetts in 1914, far outranked any other race or people represented in the returns for the entire period; the Poles ranked second with 13,627 in 1913, and the Portuguese third with 9,002 in 1913. The largest numbers of Italians (both north and south), Hebrew, African (black), and Ruthenian (Russniak), were destined for this State in 1914; of the Polish, Portuguese, Greeks, Russians, Lithuanians, Armenians, and Syrians, the largest numbers were in 1913; of the Irish, in 1911; and of the English, Scotch, French, Finnish, Scandinavians, and Germans, in 1910.

3. EMIGRANT ALIENS¹ DEPARTED FROM MASSACHUSETTS.

Data showing the number of emigrant aliens who departed from the United States and from Massachusetts in 1914, classified by races or peoples, with comparative totals and corresponding percentages for the five years 1909-1913, are presented in the following table:

TABLE V. — *Emigrant Aliens Departed from Massachusetts and from the United States in 1914, and Averages for the Years 1909-1913: By Races or Peoples.*

RACES OR PEOPLES.	1914			ANNUAL AVERAGES — 1909-1913		
	Number of Emigrant Aliens Departed from Massachusetts	Number of Emigrant Aliens Departed from the United States	Percentages of Emigrant Aliens Departed from the United States who Departed from Massachusetts	Number of Emigrant Aliens Departed from Massachusetts	Number of Emigrant Aliens Departed from the United States	Percentages of Emigrant Aliens Departed from the United States who Departed from Massachusetts
Italian (south),	4,312	72,767	5.9	4,684	69,900	6.7
Polish,	2,723	35,028	7.8	1,958	25,999	7.5
Greek,	1,153	11,266	10.2	1,584	14,220	11.1
Lithuanian,	1,058	5,522	19.2	422	2,730	15.5
Russian,	981	17,491	5.6	342	7,908	4.3
Portuguese,	895	1,848	48.4	749	1,288	58.2
Italian (north),	654	12,663	5.2	687	13,660	5.0
English,	595	11,187	5.3	603	8,427	7.2
Irish,	483	4,689	10.3	339	3,275	10.4
Finnish,	318	2,941	10.8	212	2,825	7.5
African (black),	291	1,805	16.1	263	1,180	22.3
Armenian,	285	1,250	22.8	179	695	25.8
Scandinavian,	277	8,073	3.4	252	7,999	3.2
Scotch,	271	3,923	6.9	201	2,853	7.0
Turkish,	237	890	26.6	264	1,216	21.7
French,	210	2,930	7.2	184	3,700	5.0
German,	179	11,977	1.5	176	13,797	1.3
Hebrew,	159	6,826	2.3	153	6,462	2.4
Syrian,	143	1,200	11.9	158	1,045	15.1
Others,	759	² 89,062	0.9	604	³ 83,892	0.7
Totals,	15,983	303,338	5.3	14,014	273,071	5.1

¹ For definition see note 3 on page 3.

² Includes 31,421 whose last United States residence was unknown, and who departed via Canadian border, as reported by the Canadian Government. For 17,819 persons the race was not reported.

³ Includes 38,511 persons (average number) whose last United States residence was unknown, and who departed via Canadian border, as reported by Canadian Government. For 18,619 persons (average number) the race was not reported.

The total number of emigrant aliens who departed from the United States in 1914 was 303,338, of which number 15,983, or 5.3 per cent, departed from Massachusetts. The net increase in the alien population of the United States (represented by excess of immigration over emigration) during the year 1914 was 915,142, no deduction being made, however, for the number of naturalized citizens who left this country for permanent residence abroad. Corresponding data for Massachusetts show that the net gain in population (represented by immigration in excess of emigration) was 77,217.

The races represented by over 1,000 emigrants from Massachusetts in 1914 are Italian (south), 4,312; Polish, 2,723; Greek, 1,153; and Lithuanian, 1,058. There were several races (not specified in Table V) which showed a large emigration from the United States, but comparatively few emigrants from Massachusetts. Thus, of the 14,440 Croatians and Slovenians who departed from the United States only 41 departed from Massachusetts; of the 14,254 Magyars, only 48; of the 11,786 Slovaks, only 54; of the 5,780 Bulgarians, Servians and Montenegrins, only 32; of the 5,049 Ruthenians (Russniak), only 44; of the 3,837 Roumanians, only nine; and of the 3,214 Spaniards, only 35.

TABLE VI. — *Immigrant Aliens Destined for and Emigrant Aliens Departed from Massachusetts in 1914 and Averages for 1909-1913: By Races or Peoples.*

RACES OR PEOPLES.	1914			ANNUAL AVERAGES — 1909-1913		
	Number of Immigrant Aliens Destined for Massachusetts	Number of Emigrant Aliens Departed from Massachusetts	Increase in Number of Immigrants over Emigrants	Number of Immigrant Aliens Destined for Massachusetts	Number of Emigrant Aliens Departed from Massachusetts	Increase in Number of Immigrants over Emigrants
Italian (south),	21,865	4,312	17,553	15,238	4,684	10,554
Polish,	10,019	2,723	7,296	9,094	1,958	7,136
Greek,	5,745	1,153	4,592	4,939	1,584	3,355
Lithuanian,	3,265	1,058	2,207	3,016	422	2,594
Russian,	4,787	981	3,806	2,369	342	2,027
Portuguese,	6,052	895	5,157	4,991	749	4,242
Italian (north),	2,925	654	2,271	2,030	687	1,343
English,	5,556	595	4,961	6,205	603	5,602
Irish,	6,133	483	5,650	6,318	339	5,979
Finnish,	2,175	318	1,857	1,876	212	1,664
African (black),	1,792	291	1,501	1,096	263	833
Armenian,	1,751	285	1,466	1,440	179	1,261
Scandinavian,	1,980	277	1,703	2,444	252	2,192
Scotch,	2,453	271	2,182	2,814	201	2,613
Turkish,	760	237	523	368	264	104
French,	2,353	210	2,143	3,850	184	3,666
German,	1,058	179	879	908	176	732
Hebrew,	7,751	159	7,592	4,986	153	4,833
Syrian,	1,224	143	1,081	965	158	807
Others,	3,556	759	2,797	2,357	604	1,753
Totals,	93,200	15,983	77,217	77,304	14,014	63,290

The net increase or decrease in 1914 in the alien population of Massachusetts (represented by the excess of immigration over emigration) is shown, by races or peoples, in Table VI. The largest net gains were: Italian (south), 17,553; Hebrew, 7,592; Polish, 7,296; Irish, 5,650; Portuguese, 5,157; English, 4,961; and Greek, 4,592.

The numbers of emigrant aliens who departed from this State and from the United States in 1914, and the average annual numbers for the period 1909-1913, are given by occupations, in the following table.

TABLE VII. — *Emigrant Aliens Departed from Massachusetts and from the United States in 1914, and Averages for the Years 1909-1913: By Occupations.*

OCCUPATIONS.	1914			ANNUAL AVERAGES — 1909-1913		
	Number of Emigrant Aliens Departed from Massachusetts	Number of Emigrant Aliens Departed from the United States	Percentages of Emigrant Aliens Departed from the United States who Departed from Massachusetts	Number of Emigrant Aliens Departed from Massachusetts	Number of Emigrant Aliens Departed from the United States	Percentages of Emigrant Aliens Departed from the United States who Departed from Massachusetts
<i>Professional.</i>	153	2,373	5.5	139	2,790	5.0
Teachers,	45	466	9.7	36	454	7.9
Engineers (professional), . .	19	422	4.5	16	370	4.3
Clergy,	18	288	6.3	16	288	5.6
Musicians,	14	296	4.7	11	285	3.9
Actors,	11	257	4.3	10	237	4.2
Sculptors and artists, . . .	11	94	11.7	9	223	4.0
Others,	40	1,050	3.8	41	933	4.4
<i>Skilled.</i>	1,951	35,160	5.5	1,569	28,885	5.4
Textile workers (n. s.), . .	404	773	52.3	277	474	58.4
Shoemakers,	246	1,027	24.0	140	858	16.3
Seamstresses,	133	432	30.8	46	241	19.1
Weavers and spinners, . . .	110	350	31.4	148	370	40.0
Clerks and accountants, . .	106	1,907	5.6	84	1,792	4.7
Tailors,	97	2,246	4.3	85	2,049	4.1
Carpenters and joiners, . .	95	1,930	4.9	87	1,666	5.2
Barbers and hairdressers, .	82	553	14.8	69	604	11.4
Mariners,	68	709	9.6	41	629	6.5
Machinists,	64	1,079	5.9	52	661	7.9
Masons,	64	668	9.6	55	672	8.2
Bakers,	55	507	10.8	41	516	7.9
Mechanics (n. s.),	47	6,776	0.7	18	3,228	0.6
Dressmakers,	31	498	6.2	35	487	7.2
Painters and glaziers, . . .	29	432	6.7	23	378	6.1
Stonecutters,	24	181	13.3	25	218	11.5
Butchers,	24	348	6.9	14	381	3.7
Others,	272	14,744	1.8	329	13,661	2.4
<i>Miscellaneous.</i>	11,355	217,508	5.2	9,941	187,338	5.3
Laborers,	9,352	176,642	5.3	8,486	156,633	5.4
Servants,	1,039	18,208	5.7	771	11,476	6.7
Merchants and dealers, . .	210	5,623	3.7	203	5,124	4.0
Farm laborers,	129	3,806	3.4	81	4,101	2.0
Farmers,	93	7,399	1.3	108	6,295	1.7
Fishermen,	83	345	24.1	46	168	27.4
Others,	449	5,485	8.2	246	3,541	6.9
<i>No occupation (including women and children),</i>	2,519	47,797	5.3	2,365	39,664	6.0
<i>Unknown,</i>	-	-	-	-	14,394	-
Totals,	15,983	303,338	5.3	14,014	273,071	5.1

PART VI

WAGES AND HOURS OF LABOR

IN THE

MANUFACTURE OF PAPER PRODUCTS

IN MASSACHUSETTS

(ISSUED AS LABOR BULLETIN No. 109)

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WAGES AND HOURS OF LABOR

IN THE

MANUFACTURE OF PAPER PRODUCTS

IN MASSACHUSETTS.

I.

INTRODUCTION AND GENERAL SUMMARY.

This inquiry into the earnings and hours of labor of wage-earners in establishments engaged in the manufacture of paper products in Massachusetts has been made by the Bureau under the law governing its general duties and pursuant to a policy adopted several years ago of making an annual study of wages paid and hours worked by different groups of wage-earners in this Commonwealth. The report here presented supplements in a measure the investigation made at the same time and along similar lines in the paper and wood pulp industry in Massachusetts, the results of which have already been published in Labor Bulletin No. 103.

The information sought for the basis of this report was secured directly by our Special Agents who visited each establishment in the industries studied and in most cases personally copied the desired data from the pay-rolls. The employers were asked to submit a complete pay-roll of amounts paid to their employees together with their hours of labor in a representative week.¹ The week for which the pay-rolls were taken was in *all* cases intended to be normal, with the mills running *full time* and employing their usual number of workers. It should be understood, therefore, that the general conditions shown may be regarded as those existing in the establishments in this industry during periods of full activity. Where employees worked considerably more or less than a full week, it is because it is the usual condition for employees to work frequently other than the regular schedule of hours in the establishments.

¹ The term "representative week" as used in this report means the week covered by this inquiry, *i.e.*, the week for which the data were taken from the pay-rolls of the establishments by the agents of this Bureau.

In order to arrive at more representative weekly earnings for pieceworkers, who would naturally have no fixed weekly rate of pay, the actual earnings of this class of workers were obtained for three weeks. In all such cases where three weeks' earnings were secured the individual earnings have been divided by three in order to reduce them to a weekly basis for ready comparison.

The information here presented shows conditions existing in October, 1912, but it is of utmost importance to understand that the data also represent to a very considerable degree the conditions existing in 1915, as shown by a supplementary inquiry made by this Bureau in February, 1915, covering the same establishments considered in 1912.¹

As the nature of the industries forming the basis of this study was somewhat diversified, the statistical results are presented in three main groups: (1) Paper Box Making; (2) Envelope Making; and (3) Other Paper Products.

The term "paper box factory" as used in this report includes not only those manufacturing establishments which are devoted exclusively to making paper boxes, such as candy and shoe boxes, folding boxes, etc., but also the factories engaged primarily in producing other goods and carrying on the manufacture of paper boxes in connection with their main work, such as shoe factories, candy factories, wooden box factories, etc. From the latter group of establishments data were obtained for those departments only in which the processes connected with the making of paper boxes were carried on.

The term "envelope factory" refers to factory departments engaged solely in the manufacture of envelopes. Data for the departments of these establishments occupied in making paper boxes or other paper goods have been tabulated under those particular industries.

¹ The result of this inquiry showed that the *general* factory conditions as related to earnings and hours of labor of employees had not materially changed since the investigation in 1912. *Special* increases in wages in the case of employees showing an increased proficiency, or increases naturally coming from length of service, may tend to make pay-rolls a little higher from year to year — this is always a possible factor in any period of years — but, making allowance for these tendencies, they would appear to affect only slightly the general results shown in this report.

Of the 170 different factories covered in this inquiry 95, or 55.9 per cent, employing 5,594, or 45.8 per cent of the total number of wage-earners considered, reported no general change whatever in wages or hours of labor of their employees during the period reviewed. Only 29 mills, or 17.1 per cent, employing an aggregate of 3,884 wage-earners, reported increases of varying amounts in wages since 1912, benefiting 2,511, or 64.6 per cent of their employees.

As to changes in hours of labor during the period in question, certain manufacturers reported some curtailment. It is quite probable, however, that under normal business conditions but slight variations from the general results shown in this report would be observed in the schedules of working hours in these mills. By the provisions of Chapter 831, Section 8, Acts of 1913, which became effective September 1, 1913, minors under 16 years of age were prohibited from working in factories and certain other establishments for more than 48 hours in any one week and in other respects their hours of labor were also regulated. Certain establishments considered in this report found it necessary, in conformity with the provision cited, either to reduce the hours of labor of such minors employed by them or to replace them with older workers.

The term "other paper products factory" is applied to those establishments engaged in the manufacture of divers paper goods, such as labels, tags, bags, cups, cones, tubes, tubs, blank books, writing tablets and pads, stationery (not including envelopes), library supplies, calendars, valentines, paper novelties, wall paper, waterproof paper, etc.

It should be borne in mind that this presentation does not take account of *rates* of wages, *i.e.*, the amount of money paid to an employee for a specified period of time, if on time-work, or for a specified quantity of work, if on piece-work, but shows the *actual earnings*, that is, the sum actually received by the employees, whether they were employed full time or not, in the representative week for which the data were taken from the pay-rolls of the mills by the agents of this Bureau.

The material as secured from the pay-rolls has been tabulated in detail form in a series of general tables classified by occupations and follows the text of this report. Considerable difficulty was encountered in connection with the classification of occupations owing to the fact that many occupations are known by different names in the several mills, and in some establishments the managers were unable to state exact names of a few of the occupations. The occupations for which data have been tabulated have, however, been selected as representative of the industry. This detailed information has also been summarized for use in connection with the following text discussion.

The statistics herein presented were gathered from 170 establishments and cover 12,203 wage-earners of whom 5,924 were engaged in the manufacture of paper boxes, 2,532 in envelope making, and 3,747 in the manufacture of other paper products. According to the common use of the word "wage-earners", office clerks, stenographers, bookkeepers, superintendents, etc., do not rightfully come under this designation, and for this reason data relative to wages and hours of labor of such persons employed by the above establishments were not included in this report.

For the three groups of industries considered collectively, the average weekly earnings of the 4,848 male wage-earners employed in the different establishments, regardless of occupation or of time worked, were found to be \$13.04 as compared with an average of \$13.30 for the 57.0 per cent of these male employees who earned full-time pay during the representative week for which pay-rolls were copied. The corresponding averages for the 7,249¹ female employees, 43.9 per cent of whom worked full time, were \$7.37 a week for all females as compared with \$7.59 for those working full time. These average earnings included the wages of 1,542 children

¹ Not including 106 wage-earners for whom information concerning individual earnings was not available for the reason that they paid their own assistants from their earnings as recorded on the manufacturers' pay-rolls.

(357 boys and 1,185 girls) under 16 years of age. To what extent these minors have depressed the general average earnings is a factor of some interest. By eliminating the data for minors under 16 years of age the result shows that the average weekly earnings of all males 16 years of age and over were \$13.63, which was greater by 59 cents than the corresponding rate for all males, while the average earnings of females 16 years of age and over were \$7.80, which was greater by 43 cents than the corresponding rate for all females.

The highest average earnings for male employees in any one of the groups of industries considered were \$14.54 in the envelope making industry, while the box making industry revealed the highest average earnings (\$7.61) for female employees.

It should be noted that the term "average earnings", as used throughout this report, does not express the average earnings of employees as individuals, but the average earnings for *all* wage-earners in the industry in a representative week. Where groups contain large numbers of employees the tabulation of classified earnings fairly represents the amounts usually earned by the different classes of employees.

The significance of average weekly earnings paid to the employees must be judged to a certain extent in its relation to the average hours actually worked¹ in a representative week by these employees. This average of hours actually worked by all male employees, regardless of occupations, was found to be 54.2, a figure very closely corresponding to the average customary hours¹ (54.4) which prevailed in the different mills when operating under normal conditions. Similar computations made for all female employees resulted in the following averages: 50.1, actual hours, as compared with 53.3, customary hours.

As the highest average earnings for all male employees were found in the envelope industry, so in this industry were also found the highest average hours (54.8) actually worked by male employees. This industry also showed the maximum average actual hours of labor (51) for females.

¹ The terms "customary working time" and "customary hours" as used in this report mean the regular full-time hours, while the term "actual hours" means the number of hours actually worked in the representative week for which pay-rolls were obtained in this inquiry.

II.

NATURE OF DATA AND METHOD OF PRESENTATION.

1. LOCATION OF ESTABLISHMENTS MANUFACTURING PAPER PRODUCTS.

The following record shows the distribution, by districts and municipalities in the Commonwealth, of the number of establishments engaged in manufacturing paper products covered by this investigation.

LOCALITY.	Number of Establishments	LOCALITY.	Number of Establishments
The State.	170	Needham,	1
Boston and Vicinity.	44	NEW BEDFORD,	2
BOSTON,	30	NEWBURYPORT,	3
CAMBRIDGE,	6	North Attleborough,	1
CHELSEA,	5	Norton,	1
EVERETT,	1	Pepperell,	2
MEDFORD,	1	SALEM,	2
SOMERVILLE,	1	Stoneham,	3
		Wakefield,	1
		Walpole,	1
		WALTHAM,	1
Brockton and Vicinity.	16	Worcester.	11
Bridgewater,	1	Other Municipalities in Worcester County.	13
BROCKTON,	7	Brookfield,	1
Middleborough,	1	FITCHBURG,	4
Randolph,	1	Grafton,	1
Rockland,	1	Leominster,	3
Weymouth,	3	Milford,	1
Whitman,	2	Spencer,	2
Haverhill.	9	Webster,	1
Lynn.	6	Holyoke.	9
Other Municipalities in Eastern Massachusetts.	39	Springfield.	14
Ashland,	1	Other Municipalities in Western Massachusetts.	9
ATTLEBOROUGH,	1	Buckland,	1
BEVERLY,	1	CHICOPEE,	1
FALL RIVER,	2	Dalton,	1
Framingham,	1	Greenfield,	1
Hudson,	1	NORTH ADAMS,	1
LAWRENCE,	3	NORTHAMPTON,	1
LOWELL,	6	PITTSFIELD,	1
Marblehead,	1	South Hadley,	1
MARLBOROUGH,	2	Westfield,	1
Medway,	1		
Natick,	1		

The establishments are quite widely scattered over the State; what concentration there is in the industry is found in Eastern Massachusetts. Of the 170 establishments included in the above classification there were 21, in each of which were manufactured more than one of the three classes of products treated, for statistical purposes, as a separate industry in this report. To facilitate, therefore, the comparison between similar occupations, it was deemed advisable to separate the information relative to wages and hours of the employees in these 21 establishments according

to departments and to tabulate it under its specific industry. Accordingly, five of the establishments are represented in each of the three industries and 16 of them in each of two industries, making in all 196 distinct departments represented in the inquiry.

2. GENERAL ORGANIZATION OF THE LABOR FORCE.

In order that a greater individuality of treatment might be afforded, the labor force engaged in the manufacture of paper products has been considered as consisting of three groups: (1) Productive occupations, (2) General occupations in the producing departments, and (3) Power, mechanical, and yard force.

(1) Productive occupations are those peculiar to the manufacture of the several kinds of paper products studied. The work of this group is specialized to a certain extent so that the skilled or the semi-skilled workers are dependent to a considerable degree upon this special industry for employment. The largest proportion of wage-earners naturally falls within this group.

(2) General occupations are those not closely connected with the productive processes, but which are necessary in order to secure successful operation in the producing departments. This class includes stock clerks, laborers, printers, packers, shippers, etc. The duties attached to these occupations, in the majority of cases, are not peculiar to the manufacture of paper products, but might be found as well in any other industry.

(3) The power, mechanical, and yard force is chiefly concerned with keeping in proper working condition the various appliances and machines used in the process of manufacture, in operating the engines which furnish power to the entire plant, and in transportation of materials and of finished product.

To secure, further, a proper understanding of the labor situation in the industry, the data regarding wages and hours of labor have been classified with regard to time-workers and piece-workers. Of the 12,203 wage-earners considered in this investigation, 4,950, or 40.6 per cent, were piece-workers and 7,253, or 59.4 per cent, were time-workers. The proportion of piece-workers was much greater among women than among men.

The following table shows the relative importance, as to numbers, of the various classes of employees in the three different industry groups.

TABLE 1. — *Number and Percentage of Time-workers and Piece-workers in the Three Groups of Industries, Classified by Sex and General Character of Work.*

Paper Box Making.

CLASSIFICATION.	NUMBER OF EMPLOYEES IN —				PERCENTAGE OF EMPLOYEES IN —			Percentage of Employees in Each Class
	All Occupations	Productive Occupations	General Occupations, Producing Departments	Power, Mechanical, and Yard Force	Productive Occupations	General Occupations, Producing Departments	Power, Mechanical, and Yard Force	
Both Sexes.	5,924	4,972	818	134	83.9	13.8	2.3	100.0
Time-workers, . . .	2,765	1,959	672	134	70.9	24.3	4.8	46.7
Piece-workers, . . .	3,159	3,013	146	—	95.4	4.6	—	53.3
Males.	1,733	1,000	599	134	57.7	34.6	7.7	100.0
Time-workers, . . .	1,568	886	548	134	56.5	34.9	8.6	90.5
Piece-workers, . . .	165	114	51	—	69.1	30.9	—	9.5
Females.	4,191	3,972	219	—	94.8	5.2	—	100.0
Time-workers, . . .	1,197	1,073	124	—	89.6	10.4	—	28.6
Piece-workers, . . .	2,994	2,899	95	—	96.8	3.2	—	71.4

Envelope Making.

Both Sexes.	2,532	1,650	702	180	65.2	27.7	7.1	100.0
Time-workers, . . .	1,450	723	547	180	49.9	37.7	12.4	57.3
Piece-workers, . . .	1,082	927	155	—	85.7	14.3	—	42.7
Males.	890	300	410	180	33.7	46.1	20.2	100.0
Time-workers, . . .	867	289	398	180	33.3	45.9	20.8	97.4
Piece-workers, . . .	23	11	12	—	47.8	52.2	—	2.6
Females.	1,642	1,350	292	—	82.2	17.8	—	100.0
Time-workers, . . .	583	434	149	—	74.4	25.6	—	35.5
Piece-workers, . . .	1,059	916	143	—	86.5	13.5	—	64.5

Other Paper Products.

Both Sexes.	3,747	2,646	926	175	70.6	24.7	4.7	100.0
Time-workers, . . .	3,038	2,030	833	175	66.8	27.4	5.8	81.1
Piece-workers, . . .	709	616	93	—	86.9	13.1	—	18.9
Males.	2,225	1,318	732	175	59.2	32.9	7.9	100.0
Time-workers, . . .	2,111	1,234	702	175	58.5	33.2	8.3	94.9
Piece-workers, . . .	114	84	30	—	73.7	26.3	—	5.1
Females.	1,522	1,328	194	—	87.3	12.7	—	100.0
Time-workers, . . .	927	796	131	—	86.0	14.0	—	60.9
Piece-workers, . . .	595	532	63	—	89.4	10.6	—	39.1

III.

EARNINGS OF EMPLOYEES AS SHOWN BY THE PAY-ROLLS.

1. INTRODUCTORY.

The statistics of earnings are presented in this report on an hourly and a weekly basis. Hourly earnings afford a basis for more ready comparison because of the definite time element considered, while weekly earnings show the effect of working-hours on earnings.

In obtaining the wage data sought, the field agents were instructed to secure actual earnings for a given representative week from the pay-rolls of the manufacturers. In addition they were directed to transcribe the hours worked. Naturally, a more complete record of "hours worked" is kept for time-workers, but in the case of employees paid by the piece for the performance of definite tasks, many firms keep no adequate records of hours. Occasionally, employees working on a piece-work basis hire their own assistants and pay them from the gross earnings received from the employers; in all such cases it was found impossible to ascertain the compensation of the assistants. As the amounts entered on the pay-rolls for 106 such workers did not represent individual earnings, they could not be included in the tables treating of earnings.

2. WEEKLY EARNINGS.

The data as to earnings, obtained in this inquiry, are presented for 12,097 wage-earners, of whom 4,848, or 40.1 per cent, were males and 7,249, or 59.9 per cent, were females. These numbers were distributed through the industries under review in the following proportions: Paper box making, 1,733 males and 4,085 females; envelope making, 890 males and 1,642 females; manufacture of other paper products, 2,225 males and 1,522 females.

Variations in weekly earnings are to a certain extent due to differences in the time schedules maintained by the different establishments. Due consideration should therefore be given to the average number of hours actually worked in making comparisons of earnings.

In copying the desired wage data from the manufacturers' pay-rolls, it was found that in some instances no record could be procured of the actual hours worked by a certain number of employees; especially was this true in the case of piece-workers. Therefore, although information as applied to earnings was complete, such employees could not be included in those tabulations where earnings were shown in conjunction with the number of hours worked.

Detailed tables¹ have been prepared so as to show the classified weekly earnings of all groups of employees for whom records of weekly hours of labor were available. The facts are shown for all occupations aggregated, and separately for productive occupations; general occupations in the producing departments; and power, mechanical, and yard occupations. For each wage group the average number of hours worked in the representative week are given. These averages were computed by adding the data for individual employees and dividing the resulting total by the number of employees.

It will be seen by reference to the above-mentioned tables that the group \$12 to \$12.99 represents the median wage group for the total number of males employed in paper box making as well as in the manufacture of "other paper products", while the group \$14 to \$14.99 represents the median wage group in the envelope making industry. For the female employees, the group \$7 to \$7.99 represents the median wage group both in the box making and the envelope making industries, while in the manufacture of "other paper products" the median wage group is \$6 to \$6.99.

The number of wage-earners falling in the lower wage groups include not only those paid at a comparatively low rate and working full time (many of them children under 16 years of age), but also others paid at a higher rate and falling in this group because they had been absent from work at some time during the week.

A. COMPARATIVE EARNINGS, CLASSIFIED BY SEX AND AGE OF EMPLOYEES.

For a brief survey of the earnings of employees, a table of cumulative percentages affords an easy method for bringing out clearly the wage level of the various employees. In the following table the employees, male and female, are divided into two age groups, those under 16 years of age and those 16 years of age and over. In all branches of the work specified the difference between the earnings of males and of females 16 years of age and over is pronounced, and in nearly all branches the earnings of boys under 16 years of age are greater than those of girls of corresponding ages. It should not, however, be concluded that for identical work the males received a higher rate of pay than females. On the contrary it was found that in but few instances were the males engaged on precisely the same kind of work as females.

It will be seen that the range of actual wages for females as well as for males under 16 years of age is much the same in the various occupations, although it will readily be noted that considerably larger percentages of girls than of boys are found in the lower wage groups.

¹ See Tables C and D on pages 67 to 80.

TABLE 2. — *Average Weekly Earnings and Percentage of Employees Earning less than Specified Amounts a Week, Classified by Age Groups and Industries.*

Paper Box Making.

CLASSIFICATION.	Total Number of Employees	Average Weekly Earnings	PERCENTAGE OF EMPLOYEES EARNING A WEEK —						
			Under \$5	Under \$6	Under \$8	Under \$10	Under \$12	Under \$15	\$15 and over
All Occupations.	15,818	\$9.06	13.6	23.4	44.0	65.3	78.4	90.6	9.4
<i>Males.</i>	1,733	12.47	4.4	6.6	13.6	26.9	42.9	71.8	28.2
Under 16 years of age, . . .	131	5.68	37.4	54.2	86.3	98.5	100.0	—	—
16 years and over, . . .	1,602	13.03	1.7	2.7	7.6	21.0	38.3	69.5	30.5
<i>Females.</i>	14,085	7.61	17.4	30.6	56.9	81.6	93.5	98.6	1.4
Under 16 years of age, . . .	607	5.04	57.5	78.4	92.2	97.2	99.1	100.0	—
16 years and over, . . .	3,478	8.06	10.4	22.2	50.8	78.9	92.5	98.3	1.7
Productive Occupations.	14,866	8.51	15.1	26.0	48.7	71.7	84.6	93.7	6.3
<i>Males.</i>	1,000	11.91	5.8	8.9	18.1	34.0	51.0	74.9	25.1
Under 16 years of age, . . .	106	5.58	37.7	57.5	87.7	98.1	100.0	—	—
16 years and over, . . .	894	12.67	2.0	3.1	9.8	26.4	45.4	71.9	28.1
<i>Females.</i>	13,866	7.63	17.5	30.5	56.6	81.5	93.2	98.5	1.5
Under 16 years of age, . . .	553	5.02	59.1	78.8	91.9	96.9	99.1	100.0	—
16 years and over, . . .	3,313	8.06	10.6	22.4	50.7	78.9	92.3	98.3	1.7
General Occupations, Producing Departments.	818	11.53	6.4	11.5	23.2	36.9	52.0	76.5	23.5
<i>Males.</i>	599	13.09	3.0	4.0	8.8	19.7	35.4	63.3	31.7
Under 16 years of age, . . .	25	6.09	36.0	40.0	80.0	100.0	100.0	—	—
16 years and over, . . .	574	13.40	1.6	2.4	5.7	16.2	32.6	66.9	33.1
<i>Females.</i>	219	7.27	15.5	32.0	62.6	84.0	97.3	99.1	0.9
Under 16 years of age, . . .	54	5.21	40.7	74.1	96.3	100.0	100.0	—	—
16 years and over, . . .	165	7.94	7.3	18.2	51.5	78.8	96.4	98.8	1.2
Power, Mechanical, and Yard Force.²	134	13.85	0.7	0.7	0.7	6.0	15.7	64.2	35.8
16 years and over, . . .	134	13.85	0.7	0.7	0.7	6.0	15.7	64.2	35.8

Envelope Making.

All Occupations.	2,532	\$9.90	8.0	19.8	44.4	66.0	74.3	83.3	16.7
<i>Males.</i>	890	14.54	1.9	5.5	11.9	22.2	31.9	53.1	46.9
Under 16 years of age, . . .	53	5.39	20.8	64.2	96.2	100.0	100.0	—	—
16 years and over, . . .	837	15.12	0.7	1.8	6.6	17.3	27.6	50.2	49.8
<i>Females.</i>	1,642	7.38	11.3	27.6	62.0	89.8	97.3	99.6	0.4
Under 16 years of age, . . .	189	5.14	40.7	85.2	98.9	100.0	100.0	—	—
16 years and over, . . .	1,453	7.68	7.5	20.1	57.2	88.4	96.9	99.5	0.5
Productive Occupations.	1,650	8.91	9.9	23.6	52.2	76.3	83.9	89.7	10.3
<i>Males.</i>	300	15.90	0.3	3.7	6.7	15.0	24.8	45.7	54.3
Under 16 years of age, . . .	14	5.75	7.1	64.3	92.9	100.0	100.0	—	—
16 years and over, . . .	286	16.39	—	0.7	2.4	10.8	20.6	43.0	57.0
<i>Females.</i>	1,350	7.36	12.1	28.0	62.4	89.9	97.2	99.5	0.5
Under 16 years of age, . . .	159	5.09	42.1	84.9	99.4	100.0	100.0	—	—
16 years and over, . . .	1,191	7.66	8.1	20.4	57.4	88.6	96.8	99.4	0.6
General Occupations, Producing Departments.	702	10.59	5.6	16.1	37.0	57.4	67.5	81.3	18.7
<i>Males.</i>	410	12.78	3.9	9.3	20.5	34.9	46.1	63.0	32.0
Under 16 years of age, . . .	39	5.26	25.6	64.1	97.4	100.0	100.0	—	—
16 years and over, . . .	371	13.57	1.6	3.5	12.4	28.0	40.4	64.7	35.3
<i>Females.</i>	292	7.51	7.9	25.7	60.3	89.0	97.6	100.0	—
Under 16 years of age, . . .	30	5.33	33.3	86.7	96.7	100.0	100.0	—	—
16 years and over, . . .	262	7.75	5.0	18.7	56.1	87.8	97.3	100.0	—
Power, Mechanical, and Yard Force.²	180	16.28	—	—	1.1	5.6	12.2	31.7	68.3
16 years and over, . . .	180	16.28	—	—	1.1	5.6	12.2	31.7	68.3

¹ Not including 47 employees under 16 years of age and 59 employees over 16 years of age whose actual weekly earnings could not be determined.² All males.

TABLE 2. — *Average Weekly Earnings and Percentage of Employees Earning less than Specified Amounts a Week, Classified by Age Groups and Industries — Concluded.*

Other Paper Products.

CLASSIFICATION.	Total Number of Employees	Average Weekly Earnings	PERCENTAGE OF EMPLOYEES EARNING A WEEK —						
			Under \$5	Under \$6	Under \$8	Under \$10	Under \$12	Under \$15	\$15 and over
All Occupations.	3,747	\$10.38	11.1	19.7	39.3	56.2	67.5	80.5	19.5
<i>Males.</i>	2,225	12.88	4.3	7.6	16.8	31.6	47.2	67.8	32.2
Under 16 years of age, . . .	173	5.48	28.9	54.9	94.8	100.0	100.0	100.0	—
16 years and over, . . .	2,052	13.50	2.2	3.6	10.2	25.8	42.8	65.1	34.9
<i>Females.</i>	1,522	6.72	21.0	37.4	72.3	92.3	97.0	99.1	0.9
Under 16 years of age, . . .	389	5.46	38.3	66.1	89.5	99.7	100.0	100.0	—
16 years and over, . . .	1,133	7.16	15.1	27.5	66.4	89.8	96.0	98.8	1.2
Productive Occupations.	2,646	9.40	12.7	22.6	46.6	65.9	76.8	87.1	12.9
<i>Males.</i>	1,318	12.14	4.9	8.8	20.2	38.1	55.5	74.4	25.6
Under 16 years of age, . . .	124	5.55	26.6	50.8	95.2	100.0	100.0	100.0	—
16 years and over, . . .	1,194	12.83	2.6	4.4	12.4	31.7	50.8	71.7	28.3
<i>Females.</i>	1,328	6.68	20.6	36.3	72.8	93.6	98.0	99.7	0.3
Under 16 years of age, . . .	324	5.65	34.9	60.8	87.3	99.7	100.0	100.0	—
16 years and over, . . .	1,004	7.02	15.9	28.4	68.1	91.6	97.3	99.6	0.4
General Occupations, Producing Departments.	926	11.95	8.4	15.0	25.7	38.0	51.0	70.6	29.4
<i>Males.</i>	732	13.26	4.2	7.1	14.3	26.0	40.4	64.2	35.8
Under 16 years of age, . . .	49	5.30	34.7	65.3	93.9	100.0	100.0	100.0	—
16 years and over, . . .	683	13.83	2.0	2.9	8.6	20.6	36.2	61.6	38.4
<i>Females.</i>	194	7.00	24.2	44.8	68.6	83.5	90.7	94.8	5.2
Under 16 years of age, . . .	65	4.52	55.4	92.3	100.0	100.0	100.0	100.0	—
16 years and over, . . .	129	8.26	8.5	20.9	52.7	75.2	86.0	92.2	7.8
Power, Mechanical, and Yard Force.¹	175	16.80	0.6	0.6	1.7	5.7	13.7	33.1	66.9
16 years and over, . . .	175	16.80	0.6	0.6	1.7	5.7	13.7	33.1	66.9

¹ All males.

Paper Box Making. Of the total number of male employees in paper box factories only 131, or 7.6 per cent, were boys under 16 years of age. The average weekly earnings for this age group were \$5.68, while the actual earnings of nearly one-half (45.8 per cent) were \$6.00 or over in the representative week. The average weekly earnings, as determined for the 1,602 males 16 years of age and over in the industry, were found to be \$13.03; approximately one-third (30.5 per cent) were paid \$15.00 and over. If the average earnings (\$12.47) of all the male employees be compared with the average (\$13.03) for those only who were 16 years of age and over, the effect of the wages of boys under 16 years upon the general average earnings of males becomes apparent.

Slightly over one-seventh (14.9 per cent) of the 4,085 female employees whose earnings were reported were under 16 years of age, their average weekly earnings being \$5.04. The proportion of this group of workers in the lowest wage group is seen to be large, 57.5 per cent earning less than

\$5.00 during the week studied. Of the 3,478 females 16 years of age and over engaged in paper box making, practically one-half (50.8 per cent) earned less than \$8.00; over three-quarters (78.9 per cent) earned less than \$10.00 as compared with only 21.1 per cent earning \$10.00 and over. The average weekly earnings for this group of workers (16 years of age and over) were \$8.06.

Envelope Making. The proportion of male employees under 16 years of age engaged in this industry was very small, the average weekly earnings of the 53 reported being \$5.39. The average weekly earnings of the 837 males 16 years of age and over were \$15.12, the actual earnings of nearly one-half (49.8 per cent) of this number amounting to \$15.00 and over.

Considering the 1,642 female employees in the industry, we find that 189, or 11.5 per cent, were under 16 years of age, their weekly earnings averaging \$5.14 per employee. Of the 1,453 female workers 16 years of age and over, more than one-half (57.2 per cent) earned under \$8.00 in the representative week, while 88.4 per cent earned under \$10.00. The difference, amounting to 30 cents, between the average obtained from the earnings of females 16 years of age and over (\$7.68) and the average for all females regardless of age (\$7.38) represents the effect of the wages paid to girls under 16 years of age upon the general average for females engaged in envelope making.

Other Paper Products. Of the 2,225 male employees engaged in the manufacture of the different paper products in this industry group, 173, or 7.8 per cent, were boys under 16 years of age. The average weekly earnings for this age group were \$5.48, while the actual earnings of nearly one-half, or 45.1 per cent, were \$6.00 or over during the week under review. The average weekly earnings of the 2,052 males 16 years of age and over were \$13.50, the actual earnings of approximately one-third (34.9 per cent) of this number being \$15.00 and over.

Female employees under 16 years of age formed 25.6 per cent of the total number for whom data were obtained in this industry group, their average earnings being \$5.46 in the representative week. Of the 1,133 females 16 years of age and over, 66.4 per cent earned under \$8.00; 89.8 per cent earned under \$10.00, the remaining 10.2 per cent earning \$10 and over. The average weekly earnings for this group of workers (16 years of age and over) were \$7.16.

B. EARNINGS OF EMPLOYEES WITH REFERENCE TO TIME WORKED.

In view of the fact that a large proportion of the employees worked other than the customary hours in the several establishments, it will be of interest to compare the average amounts actually earned in a representative week by those employees who worked the normal week and those who worked overtime and undertime. In order to permit of a ready comparison, the average earnings of males and females, without regard to age, are presented in the following table for the productive occupations, the general occupations, and the power, mechanical, and yard occupations. It is clear, from general principles, that the larger the numbers upon which averages are based the more representative, and therefore valuable, is their character.

TABLE 3. — *Average Weekly Earnings and Number of Employees Who Worked Full Time, Overtime, and Undertime in a Representative Week, Classified by Sex and Industries.*

Paper Box Making.

CLASSIFICATION.	REGARDLESS OF TIME		FULL TIME		OVERTIME		UNDERTIME		TIME NOT REPORTED	
	Number of Employees	Average Weekly Earnings	Number of Employees	Average Weekly Earnings	Number of Employees	Average Weekly Earnings	Number of Employees	Average Weekly Earnings	Number of Employees	Average Weekly Earnings
All Occupations.	5,818	\$9.06	2,947	\$9.74	278	\$13.72	1,908	\$7.69	685	\$8.01
Males,	1,733	12.47	1,173	12.66	240	14.67	290	9.95	30	12.09
Females,	4,085	7.61	1,774	7.82	38	7.70	1,618	7.29	655	7.82
Productive Occupations.	4,866	8.51	2,333	9.14	154	12.51	1,726	7.52	653	7.93
Males,	1,000	11.91	681	12.32	124	13.66	177	9.15	18	11.89
Females,	3,866	7.63	1,652	7.83	30	7.74	1,549	7.34	635	7.82
General Occupations, Producing Departments.	818	11.53	495	11.65	111	15.08	180	9.35	32	9.66
Males,	599	13.09	373	12.95	103	15.66	111	11.25	12	12.40
Females,	219	7.27	122	7.68	8	7.56	69	6.28	20	8.01
Power, Mechanical, and Yard Force.	134	13.85	119	13.67	13	16.38	2	8.44	-	-
Males,	134	13.85	119	13.67	13	16.38	2	8.44	-	-

¹ Not including 106 female employees whose actual weekly earnings were not matters of record on the pay-rolls; 22 of these employees worked full time and 84 undertime.

TABLE 3. — *Average Weekly Earnings and Number of Employees Who Worked Full Time, Overtime, and Undertime in a Representative Week, Classified by Sex and Industries — Concluded.*

Envelope Making.

CLASSIFICATION.	REGARDLESS OF TIME		FULL TIME		OVERTIME		UNDERTIME		TIME NOT REPORTED	
	Number of Employees	Average Weekly Earnings	Number of Employees	Average Weekly Earnings	Number of Employees	Average Weekly Earnings	Number of Employees	Average Weekly Earnings	Number of Employees	Average Weekly Earnings
All Occupations.	2,532	\$9.90	1,132	\$10.95	222	\$14.83	643	\$8.62	535	\$7.17
Males,	890	14.54	485	15.47	222	14.83	178	11.71	5	11.56
Females,	1,642	7.38	647	7.56	—	—	465	7.43	530	7.12
Productive Occupations.	1,650	8.91	716	10.11	49	16.36	432	8.06	453	7.02
Males,	300	15.90	203	16.60	49	16.36	46	12.68	2	6.60
Females,	1,350	7.36	513	7.54	—	—	386	7.51	451	7.02
General Occupations, Producing Departments.	702	10.59	317	10.91	136	14.02	167	8.45	82	7.99
Males,	410	12.78	183	13.30	136	14.02	88	9.71	3	15.20
Females,	292	7.51	134	7.65	—	—	79	7.05	79	7.72
Power, Mechanical, and Yard Force.	180	16.28	99	17.16	37	15.79	44	14.70	—	—
Males,	180	16.28	99	17.16	37	15.79	44	14.70	—	—

Other Paper Products.

All Occupations.	3,747	\$10.38	1,862	\$10.61	618	\$15.07	1,259	\$7.69	8	\$17.87
Males,	2,225	12.88	1,103	13.03	592	15.40	522	9.63	8	17.87
Females,	1,522	6.72	759	7.09	26	7.56	737	6.31	—	—
Productive Occupations.	2,646	9.40	1,314	9.74	323	14.40	1,005	7.31	4	19.12
Males,	1,318	12.14	654	12.50	302	14.88	358	9.12	4	19.12
Females,	1,328	6.68	660	7.02	21	7.55	647	6.31	—	—
General Occupations, Producing Departments.	925	11.95	460	12.03	225	15.15	237	8.68	4	16.61
Males,	732	13.26	361	13.25	220	15.32	147	10.11	4	16.61
Females,	194	7.00	99	7.59	5	7.56	90	6.33	—	—
Power, Mechanical, and Yard Force.	175	16.80	88	16.07	70	17.86	17	16.17	—	—
Males,	175	16.80	88	16.07	70	17.86	17	16.17	—	—

Paper Box Making. The average earnings during the representative week, as computed for 1,733 male employees in all occupations in this industry, whether working full time, overtime, or undertime, were \$12.47, as compared with an average of \$12.66 for the 67.7 per cent of these employees who were reported as working full time. Overtime and undertime workers were found in nearly equal numbers among the males; the average weekly earnings of those who worked overtime were \$14.67, while the average for those who worked undertime was \$9.95.

If the three main groups of occupations into which the labor force is divided in this report are studied, it will be observed that the average weekly earnings of male employees engaged in paper box making were higher in the power, mechanical, and yard occupations (\$13.85) than in either the productive occupations (\$11.91) or the general occupations in the producing departments (\$13.09), and were everywhere higher in the general than in the productive occupations.

During the week studied the average earnings of the 4,085 *female employees* were \$7.61, while the average earnings of the 43.4 per cent of these employees who were reported as working a full-time week were \$7.82. Of the 38 employees working overtime the average weekly earnings were \$7.70, and of the 1,618 working undertime, \$7.29. The earnings of female employees were higher in the productive occupations than in the general occupations.

Envelope Making. The average earnings of the 890 *males* employed in this industry in the representative week were \$14.54; for the full-time workers, who formed 54.5 per cent of the total number, the average earnings were \$15.47; for the 222 overtime workers, \$14.83, and for the 178 undertime workers, \$11.71.

The general level of earnings of male employees was higher in the power, mechanical, and yard occupations than in either the productive occupations or the general occupations in the producing departments, and was higher in the productive than in the general occupations.

If the total number of *females* employed in the envelope mills be considered, it will be seen that the average weekly earnings were \$7.38, while the average earnings of those who worked full time during the week were \$7.56, and, of those who worked undertime, \$7.43.

With the exception of the group of undertime workers, the average earnings of female employees were higher in the general occupations, producing departments, than in the productive occupations, this latter group forming 82.2 per cent of all the female envelope makers.

Other Paper Products. Full-time employment was reported for 49.6 per cent of the 2,225 *male employees* reported in this group of industries, the average full-time earnings being \$13.03 for the representative week covered by this inquiry. The average weekly earnings as calculated for the male employees who worked overtime were \$15.40, and for those working undertime, \$9.63. The proportion of males who were reported as working undertime (23.5 per cent) was found to be nearly equal to the percentage of those working overtime (26.6).

As in the paper box industry, the average weekly earnings of the males employed in this group of industries were higher in the power, mechanical, and yard occupations (\$16.80) than in either the productive (\$12.14)

or the general occupations, producing departments (\$13.26), and were higher in the general than in the productive occupations.

Full-time workers and undertime workers among the *female employees* in this industry group were found in about equal numbers during the representative week. The average weekly earnings of the 759 employees who worked full time were \$7.09 and of the 737 who worked undertime, \$6.31. Only 26 women, or 1.7 per cent, worked overtime, their average weekly earnings being \$7.56.

The following table briefly summarizes the average weekly earnings of all males and females whether working full time, overtime, or undertime in selected localities, and also presents comparative average earnings for all those employees working full time during the week under review.

TABLE 4. — *Average Weekly Earnings of All Employees and of Those Who Worked Full Time in a Representative Week, Classified by Industry, Sex, and Localities.*

Paper Box Making.

LOCALITIES.	MALES				FEMALES			
	ALL EMPLOYEES		EMPLOYEES WHO WORKED FULL TIME		ALL EMPLOYEES		EMPLOYEES WHO WORKED FULL TIME	
	Number	Average Weekly Earnings	Number	Average Weekly Earnings	Number	Average Weekly Earnings	Number	Average Weekly Earnings
All Occupations.	1,733	\$12.47	1,173	\$12.66	1,405	\$7.61	1,774	\$7.82
Boston and vicinity, ³	490	12.18	377	12.85	1,405	7.41	640	7.37
Brockton and vicinity, ⁴	137	12.21	116	12.45	299	8.36	121	9.73
Haverhill,	91	13.00	78	13.13	171	8.11	71	9.48
Lynn,	70	13.07	67	13.06	172	8.82	94	8.81
Other municipalities, in								
Eastern Massachusetts,	568	12.93	325	12.49	879	7.81	344	7.91
Worcester County,	204	11.63	87	11.40	425	6.87	186	7.07
Western Massachusetts,	173	12.48	123	13.08	734	7.47	318	7.68

Envelope Making.

All Occupations.	890	\$14.54	485	\$15.47	1,642	\$7.38	647	\$7.56
Springfield,	324	15.36	169	16.06	734	7.31	149	8.57
Worcester,	239	14.13	171	14.86	428	6.90	245	6.77
Other municipalities,	327	14.03	145	15.50	480	7.93	253	7.74

Other Paper Products.

All Occupations.	2,225	\$12.88	1,103	\$13.03	1,522	\$6.72	759	\$7.09
Boston and vicinity, ³	293	13.05	199	14.03	276	6.16	157	6.77
Holyoke,	277	11.96	123	12.59	194	7.87	115	8.73
Springfield,	236	11.68	166	12.47	80	7.48	36	7.84
Eastern Massachusetts								
(not including Boston								
and vicinity),	1,098	13.07	519	12.74	618	7.02	305	6.93
Worcester County	313	13.65	92	13.72	294	5.23	132	5.94
Berkshire County,	8	17.14	4	20.75	60	8.81	14	9.57

¹ Not including 106 employees whose actual weekly earnings could not be determined.

² Not including 22 employees whose actual weekly earnings could not be determined.

³ Includes Cambridge, Chelsea, Everett, Medford, and Somerville.

⁴ Includes Bridgewater, Middleborough, Randolph, Rockland, Weymouth, and Whitman.

C. CLASSIFIED WEEKLY EARNINGS OF TIME AND PIECE-WORKERS.

Of the 12,097 paper product mill employees in Massachusetts for whom statistics of earnings are here presented, 7,253, or 60.0 per cent, were time-workers and 4,844, or 40.0 per cent, were piece-workers.

Classified weekly earnings of time and piece-workers of each sex are presented in the following table. The data are arranged so as to show the proportion of all workers and of full-time workers, separated into occupation groups, whose earnings in a representative week fell within certain specified limits.

A survey of this table for the several industries reveals very few marked differences in the average earnings of piece and time-workers; nevertheless, piece-work affords to the skilled individual worker a greater opportunity to earn considerably more than the average worker.

TABLE 5. — *Average Weekly Earnings and Percentage of Employees Whose Earnings in a Representative Week fell within Specified Limits, Classified by Industries and General Character of Work.*

Paper Box Making.

All Employees.

CLASSIFICATION.	Total Number of Employees	Average Weekly Earnings	PERCENTAGE OF EMPLOYEES EARNING A WEEK —							
			Under \$6	Under \$8	Under \$10	Under \$12	Under \$15	\$15 and over	\$20 and over	\$25 and over
All Occupations.	15,818	\$9.06	23.4	44.0	65.3	78.4	90.6	9.4	2.0	0.5
<i>Males.</i>	1,733	12.47	6.6	18.6	26.9	42.9	71.8	28.2	6.6	1.8
Time-workers, . . .	1,568	12.48	6.5	13.5	27.2	42.7	71.4	28.6	6.8	1.9
Piece-workers, . . .	165	12.41	7.3	13.9	24.2	44.8	75.8	24.2	4.2	0.6
<i>Females.</i>	14,086	7.61	30.6	56.9	81.6	93.6	98.6	1.4	—	—
Time-workers, . . .	1,197	6.53	49.3	68.8	87.9	95.2	98.7	1.3	—	—
Piece-workers, . . .	2,888	8.06	22.8	52.0	79.0	92.7	98.5	1.5	—	—
Productive Occupations.	14,866	8.51	26.0	48.7	71.7	84.6	93.7	6.3	1.4	0.4
<i>Males.</i>	1,000	11.91	8.9	18.1	34.0	51.0	74.9	25.1	6.8	1.9
Time-workers, . . .	886	11.92	8.8	17.9	34.1	51.1	74.8	25.2	7.2	2.1
Piece-workers, . . .	114	11.86	9.6	19.3	33.3	50.0	75.4	24.6	3.5	—
<i>Females.</i>	13,866	7.63	30.5	56.6	81.5	93.2	98.5	1.5	—	—
Time-workers, . . .	1,073	6.46	51.8	69.4	88.0	94.8	98.6	1.4	—	—
Piece-workers, . . .	2,793	8.08	22.3	51.7	78.9	92.7	98.5	1.5	—	—
Non-productive Occupations.	952	11.86	10.0	20.1	32.6	46.8	74.8	25.2	4.8	1.3
<i>Males.</i>	733	13.23	3.4	7.4	17.2	31.8	67.5	32.5	6.3	1.6
Time-workers, . . .	682	13.20	3.5	7.8	18.2	31.7	66.9	33.1	6.3	1.6
Piece-workers, . . .	51	13.64	2.0	2.0	3.9	33.3	76.5	23.5	5.9	2.0
<i>Females.</i>	219	7.27	32.0	62.6	84.0	97.3	99.1	0.9	—	—
Time-workers, . . .	124	7.17	27.4	63.7	87.1	99.2	99.2	0.8	—	—
Piece-workers, . . .	95	7.39	37.9	61.1	80.0	94.7	98.9	1.1	—	—

¹ Not including 106 female piece-workers whose actual weekly earnings were not matters of record on the pay-rolls.

TABLE 5. — *Average Weekly Earnings and Percentage of Employees Whose Earnings in a Representative Week fell within Specified Limits, Classified by Industries and General Character of Work — Continued.*

**Paper Box Making — Concluded.
Employees Who Worked Full Time.**

CLASSIFICATION.	Total Number of Em- ployees	Average Weekly Earnings	PERCENTAGE OF EMPLOYEES EARNING A WEEK —							
			Under \$6	Under \$8	Under \$10	Under \$12	Under \$15	\$15 and over	\$20 and over	\$25 and over
All Occupations.	2,947	\$9.74	19.5	35.7	56.7	70.7	87.1	12.9	2.5	0.7
<i>Males.</i>	1,173	12.66	4.4	10.4	23.5	38.6	70.3	29.7	6.2	1.8
Time-workers, . . .	1,130	12.66	4.5	10.5	23.6	38.7	70.2	29.8	6.4	1.9
Piece-workers, . . .	43	12.62	2.3	7.0	20.9	37.2	74.4	25.6	2.3	—
<i>Females.</i>	1,774	7.82	29.4	52.5	78.6	91.9	98.3	1.7	—	—
Time-workers, . . .	879	7.01	42.8	63.7	85.0	94.0	98.2	1.8	—	—
Piece-workers, . . .	895	8.62	16.3	41.5	72.4	89.8	98.3	1.7	—	—
Productive Occupa- tions.	2,333	9.14	23.0	41.0	64.6	78.2	90.6	9.4	2.3	0.7
<i>Males.</i>	681	12.32	6.3	14.5	30.7	46.0	72.1	27.9	7.8	2.5
Time-workers, . . .	638	12.30	6.6	15.0	31.3	46.6	71.9	28.1	8.2	2.7
Piece-workers, . . .	43	12.62	2.3	7.0	20.9	37.2	74.4	25.6	2.3	—
<i>Females.</i>	1,652	7.83	29.9	51.9	78.5	91.5	98.2	1.8	—	—
Time-workers, . . .	793	6.94	45.0	64.1	85.2	93.4	98.1	1.9	—	—
Piece-workers, . . .	859	8.65	15.9	40.7	72.3	89.8	98.3	1.7	—	—
Non-productive Oc- cupations.	614	12.04	6.0	15.6	26.9	42.0	74.1	25.9	3.3	0.7
<i>Males.</i>	492	13.13	1.8	4.7	13.6	28.5	67.9	32.1	4.1	0.8
Time-workers, . . .	492	13.13	1.8	4.7	13.6	28.5	67.9	32.1	4.1	0.8
<i>Females.</i>	122	7.68	23.0	59.8	80.3	96.7	99.2	0.8	—	—
Time-workers, . . .	86	7.60	22.1	60.5	82.6	98.8	98.8	1.2	—	—
Piece-workers, . . .	36	7.88	25.0	58.3	75.0	91.7	100.0	—	—	—

**Envelope Making.
All Employees.**

All Occupations.	2,532	\$9.90	19.8	44.4	66.0	74.3	83.3	16.7	5.3	1.9
<i>Males.</i>	890	14.54	5.5	11.9	22.2	31.9	53.1	46.9	15.1	5.2
Time-workers, . . .	867	14.47	5.7	11.9	22.5	32.3	53.4	46.6	14.8	5.1
Piece-workers, . . .	23	17.19	-	13.0	13.0	17.4	43.5	56.5	26.1	13.0
<i>Females.</i>	1,642	7.38	27.6	62.0	89.8	97.3	99.6	0.4	-	-
Time-workers, . . .	583	7.19	34.1	64.2	90.4	96.2	99.1	0.9	-	-
Piece-workers, . . .	1,059	7.49	24.0	60.8	89.4	97.8	99.8	0.2	-	-
Productive Occupations.	1,650	8.91	23.6	52.2	76.3	83.9	89.7	10.3	4.3	1.5
<i>Males.</i>	300	15.90	3.7	6.7	15.0	24.3	45.7	54.3	23.7	8.3
Time-workers, . . .	289	15.91	3.8	6.2	14.9	24.6	45.7	54.3	24.2	8.3
Piece-workers, . . .	11	15.64	-	18.2	18.2	18.2	45.5	54.5	9.1	9.1
<i>Females.</i>	1,350	7.36	28.0	62.4	89.9	97.2	99.5	0.5	-	-
Time-workers, . . .	434	7.25	34.3	62.9	89.4	95.4	98.8	1.2	-	-
Piece-workers, . . .	916	7.41	25.0	62.1	90.2	98.0	99.8	0.2	-	-
Non-productive Occupations.	882	11.75	12.8	29.7	46.8	56.2	71.2	28.8	7.1	2.5
<i>Males.</i>	590	13.85	6.4	14.6	25.9	35.8	56.9	43.1	10.7	3.7
Time-workers, . . .	578	13.75	6.6	14.7	26.3	36.2	57.3	42.7	10.0	3.5
Piece-workers, . . .	12	18.60	-	8.3	8.3	16.7	41.7	58.3	41.7	16.7
<i>Females.</i>	292	7.51	25.7	60.3	89.0	97.6	100.0	-	-	-
Time-workers, . . .	149	7.05	33.6	67.8	93.3	98.7	100.0	-	-	-
Piece-workers, . . .	143	7.99	17.5	52.4	84.6	96.5	100.0	-	-	-

¹ Not including 22 female piece-workers whose actual weekly earnings were not matters of record on the pay-rolls.

TABLE 5. — *Average Weekly Earnings and Percentage of Employees Whose Earnings in a Representative Week fell within Specified Limits, Classified by Industries and General Character of Work — Continued.*

Envelope Making — Concluded.
Employees Who Worked Full Time.

CLASSIFICATION.	Total Number of Em- ployees	Average Weekly Earn- ings	PERCENTAGE OF EMPLOYEES EARNING A WEEK —							
			Under \$6	Under \$8	Under \$10	Under \$12	Under \$15	\$15 and over	\$20 and over	\$25 and over
All Occupations.	1,132	\$10.95	17.2	38.4	60.3	66.8	75.1	24.9	8.7	3.6
<i>Males.</i>	485	15.47	6.0	11.3	21.6	27.6	43.1	56.9	20.4	8.5
Time-workers, . . .	473	15.34	6.1	11.4	22.0	28.1	43.8	56.2	20.1	8.0
Piece-workers, . . .	12	20.57	—	8.3	8.3	8.3	16.7	83.3	33.3	25.0
<i>Females.</i>	647	7.56	25.7	58.7	89.3	96.1	99.1	0.9	—	—
Time-workers, . . .	446	7.40	31.2	61.2	89.5	95.5	98.9	1.1	—	—
Piece-workers, . . .	201	7.92	13.4	53.2	89.1	97.5	99.5	0.5	—	—
Productive Occupa- tions.	716	10.11	20.0	44.0	68.0	74.4	81.6	18.4	8.2	3.2
<i>Males.</i>	203	16.60	4.4	5.9	13.8	21.2	37.9	62.1	29.1	11.3
Time-workers, . . .	196	16.52	4.6	6.1	14.3	21.9	38.8	61.2	29.6	11.2
Piece-workers, . . .	7	18.73	—	—	—	—	14.3	85.7	14.3	14.3
<i>Females.</i>	513	7.54	26.1	59.1	89.5	95.5	98.8	1.2	—	—
Time-workers, . . .	344	7.44	31.1	60.2	89.0	94.8	98.5	1.5	—	—
Piece-workers, . . .	169	7.76	16.0	56.8	90.5	97.0	99.4	0.6	—	—
Non-productive Oc- cupations.	416	12.40	12.5	28.8	47.1	53.6	63.9	36.1	9.6	4.3
<i>Males.</i>	232	14.65	7.1	15.2	27.3	32.3	46.8	53.2	14.2	6.4
Time-workers, . . .	277	14.50	7.2	15.2	27.4	32.5	47.3	52.7	13.4	5.8
Piece-workers, . . .	5	23.15	—	20.0	20.0	20.0	20.0	80.0	60.0	40.0
<i>Females.</i>	134	7.65	23.9	57.5	88.8	98.5	100.0	—	—	—
Time-workers, . . .	102	7.30	31.4	64.7	91.2	98.0	100.0	—	—	—
Piece-workers, . . .	32	8.78	—	34.4	81.3	100.0	100.0	—	—	—

Other Paper Products.

All Employees.

All Occupations.	3,747	\$10.38	19.7	39.3	56.2	67.5	80.5	19.5	6.2	2.3
<i>Males.</i>	2,225	12.88	7.6	16.8	31.6	47.2	67.8	32.2	10.4	3.8
Time-workers, . . .	2,111	12.90	7.8	16.7	31.6	47.1	67.6	32.4	10.7	4.0
Piece-workers, . . .	114	12.43	3.5	18.4	30.7	49.1	71.9	28.1	4.4	0.9
<i>Females.</i>	1,522	6.72	37.4	72.3	92.3	97.0	99.1	0.9	0.1	—
Time-workers, . . .	927	6.19	46.9	81.0	95.1	98.0	98.9	1.1	0.1	—
Piece-workers, . . .	595	7.56	22.5	58.7	87.9	95.6	99.3	0.7	—	—
Productive Occupa- tions.	2,646	9.40	22.6	46.6	65.9	76.8	87.1	12.9	4.5	2.0
<i>Males.</i>	1,318	12.14	8.8	20.2	38.1	55.5	74.4	25.6	9.0	4.1
Time-workers, . . .	1,234	12.15	9.1	20.0	38.2	55.5	74.1	25.9	9.4	4.3
Piece-workers, . . .	84	11.99	4.8	22.6	35.7	54.8	77.4	22.6	3.6	1.2
<i>Females.</i>	1,328	6.68	36.3	72.8	93.6	98.0	99.7	0.3	—	—
Time-workers, . . .	796	6.04	48.0	83.2	96.9	99.0	99.6	0.4	—	—
Piece-workers, . . .	532	7.65	18.8	57.3	88.7	96.4	99.8	0.2	—	—
Non-productive Oc- cupations.	1,101	12.72	12.7	21.9	32.9	45.0	64.7	35.3	10.3	2.8
<i>Males.</i>	907	13.94	5.8	11.9	22.1	35.3	58.2	41.8	12.3	3.4
Time-workers, . . .	877	13.95	6.0	12.1	22.2	35.3	58.3	41.7	12.5	3.5
Piece-workers, . . .	30	13.68	—	6.7	16.7	33.3	56.7	43.3	6.7	—
<i>Females.</i>	194	7.00	44.8	68.6	83.5	90.7	94.8	5.2	0.5	—
Time-workers, . . .	131	7.10	40.5	67.9	84.7	91.6	94.7	5.3	0.8	—
Piece-workers, . . .	63	6.80	54.0	69.8	81.0	88.9	95.2	4.8	—	—

TABLE 5. — *Average Weekly Earnings and Percentage of Employees Whose Earnings in a Representative Week fell within Specified Limits, Classified by Industries and General Character of Work — Concluded.*

Other Paper Products — Concluded.

Employees Who Worked Full Time.

CLASSIFICATION.	Total Number of Em- ployees	Aver- age Weekly Earn- ings	PERCENTAGE OF EMPLOYEES EARNING A WEEK —							
			Under \$6	Under \$8	Under \$10	Under \$12	Under \$15	\$15 and over	\$20 and over	\$25 and over
All Occupations.	1,862	\$10.61	14.5	37.4	55.2	66.8	80.1	19.9	6.2	3.0
<i>Males.</i>	1,103	13.03	5.4	14.1	29.8	46.7	67.5	32.5	10.5	5.1
Time-workers, . . .	1,068	13.06	5.5	14.0	29.6	46.6	67.0	33.0	10.8	5.1
Piece-workers, . . .	35	12.11	2.9	17.1	37.1	48.6	80.0	20.0	2.9	2.9
<i>Females.</i>	759	7.09	27.7	71.3	92.0	95.9	98.6	1.4	—	—
Time-workers, . . .	531	6.80	30.9	74.4	94.4	97.2	98.7	1.3	—	—
Piece-workers, . . .	228	7.77	20.2	64.0	86.4	93.0	98.2	1.8	—	—
Productive Occupa- tions.	1,314	9.74	16.1	44.2	64.1	75.6	86.3	13.7	4.6	2.9
<i>Males.</i>	654	12.50	5.4	16.1	34.3	54.1	73.1	26.9	9.2	5.8
Time-workers, . . .	629	12.52	5.4	15.7	34.0	54.2	72.8	27.2	9.4	5.9
Piece-workers, . . .	25	11.96	4.0	24.0	40.0	52.0	80.0	20.0	4.0	4.0
<i>Females.</i>	660	7.02	26.8	72.1	93.6	97.0	99.4	0.6	—	—
Time-workers, . . .	452	6.69	31.2	75.7	96.2	98.2	99.3	0.7	—	—
Piece-workers, . . .	208	7.72	17.3	64.4	88.0	94.2	99.5	0.5	—	—
Non-productive Oc- cupations.	548	12.68	10.6	21.0	33.8	45.4	65.3	34.7	10.2	3.3
<i>Males.</i>	449	13.80	5.6	11.1	23.4	35.9	59.2	40.8	12.5	4.0
Time-workers, . . .	439	13.83	5.7	11.4	23.2	35.8	58.8	41.2	12.8	4.1
Piece-workers, . . .	10	12.48	—	—	30.0	40.0	80.0	20.0	—	—
<i>Females.</i>	99	7.59	33.3	65.7	80.8	88.9	92.9	7.1	—	—
Time-workers, . . .	79	7.41	29.1	67.1	83.5	91.1	94.9	5.1	—	—
Piece-workers, . . .	20	8.29	50.0	60.0	70.0	80.0	85.0	15.0	—	—

Paper Box Making. As shown by this inquiry, nearly all *male employees* in the paper box industry were time-workers, only 9.5 per cent having worked on a piece-work basis. It will be observed that the weekly earnings of these time-workers were quite generally higher, although only in a slight degree, than the earnings of the piece-workers. Somewhat over one-fourth (28.6 per cent) of the male time-workers, whether working full time, overtime, or short time, earned \$15 or over, as compared with 24.2 per cent of the piece-workers in the same wage group.

A consideration of the average weekly earnings of male time-workers (\$12.48), as represented by 1,568 individuals, shows that they were but seven cents higher than the average earnings (\$12.41) computed for the 165 piece-workers employed in the several establishments.

Considering the earnings of the *female employees* in the paper box mills we find that by far the largest proportion (70.7 per cent) were paid by the piece. This class of employees included some of the most skilled

workers in the trade. The average weekly earnings of piece-workers were \$8.06, as compared with \$6.53 for time-workers.

Envelope Making. Although the number of piece-workers among the *male employees* in the envelope mills formed but a very small proportion of the total number employed, it is of interest to note from the foregoing table the somewhat marked difference in the earnings of the two classes of workmen. Less than one-half (46.6 per cent) of all the male time-workers were in the group of employees earning \$15 and over, as compared with 56.5 per cent of the piece-workers falling in the same wage group. Average weekly earnings (\$17.19) as computed for all male piece-workers were \$2.72 higher than the corresponding average for time-workers (\$14.47).

An examination of the relative earnings of time and piece-workers among the *female employees* engaged in envelope making reveals no very marked contrast. The highest percentage of time-workers (34.1) earned less than \$6 while the highest percentage of piece-workers (36.8) was found in the group of workers who earned \$6 but under \$8. The average weekly earnings (\$7.49) of the 1,059 piece-workers in the industry were but 30 cents higher than the average earnings computed for the 583 time-workers (\$7.19).

Other Paper Products. The level of wages of the *male* time-workers employed in all branches of the industries grouped under this caption was higher than those of the piece-workers, 32.4 per cent of the time-workers earning \$15 and over against 28.1 per cent of the piece-workers. Here again, however, is to be noted the very small proportion of male employees working on the piece-work basis.

The average earnings of all males, whether classified as time-workers or piece-workers, were \$12.88 for the representative week studied. In connection with this fact, it is of significance to add that the weekly earnings of 231 men, or 10.4 per cent of the total number of males employed, were \$20 and over, 24 of the men (1.1 per cent) earning \$30 and over.

Comparing the weekly earnings of *female* employees, the difference between the earnings of time-workers and piece-workers becomes somewhat more apparent than such a comparison for males. The highest percentage of time-workers (46.9) earned under \$6, and the highest percentage of piece-workers (36.2) earned \$6 but under \$8 a week.

D. CLASSIFIED WEEKLY EARNINGS AND AVERAGE HOURS WORKED: BY
PRINCIPAL OCCUPATIONS.

The numerous processes involved in the manufacture of the various kinds of paper products covered by this study have naturally led to the creation of a well-defined classification of occupations in the trades. The following table summarizes the weekly earnings and the hours actually worked by employees, the principal occupations selected as representative of the industries being listed alphabetically. The rates of wages paid in the same occupations in different establishments not infrequently vary according to the amount and quality of the product of the mills, and the location of the establishments is also an important factor in determining the rates of wages.

TABLE 6. — *Average Weekly Earnings, Average Hours Actually Worked, and Number of Employees Whose Weekly Earnings fell within Specified Wage Groups, Classified by Industries and Principal Occupations.*

Paper Box Making.

Males.

NOTE. — The differences between the numbers in columns one and eight represent the number of employees whose actual hours of labor were not recorded on the manufacturers' pay-rolls.

OCCUPATIONS.	Number of Em- ployees for Whom Weekly Earn- ings were re- ported	Average Weekly Earn- ings	NUMBER OF EMPLOYEES EARNING A WEEK —					Number of Em- ployees for Whom Actual Hours Worked were re- ported	Average Hours Actually Worked
			Under \$5	\$5 and under \$10	\$10 and under \$15	\$15 and under \$20	\$20 and over		
Productive Occupations.	1,000	\$11.91	58	282	409	183	68	982	54.4
Corner cutters,	43	9.06	1	25	16	1	—	43	52.4
Coverers,	43	11.26	—	9	31	3	—	43	58.8
Creasing machine operators, .	30	11.08	3	6	17	4	—	28	50.2
Enders,	109	12.19	1	21	69	18	—	104	54.7
Foremen,	94	20.49	—	—	6	37	51	94	55.7
Helpers, general,	178	8.73	22	89	61	6	—	178	53.6
Scorers,	154	14.38	—	8	70	69	7	154	55.4
Stayers,	81	11.63	4	20	41	14	2	80	53.5
Tiers,	101	9.10	8	52	36	5	—	100	55.2
Other occupations,	167	10.93	19	52	62	26	8	158	53.2
General Occupations, Pro- ducing Departments.	599	13.09	18	100	291	154	36	587	54.4
Cutters, stock,	228	13.99	1	16	127	72	12	226	54.5
Laborers,	37	10.62	1	12	23	1	—	36	53.6
Packers,	24	11.63	2	5	11	6	—	22	55.3
Printers,	178	13.74	7	29	72	51	19	178	54.6
Shippers,	52	13.71	—	7	27	13	5	52	55.7
Other occupations,	80	10.28	7	31	31	11	—	73	53.3
Power, Mechanical, and Yard Force.	134	13.85	1	7	78	38	10	134	57.3
Engineers,	19	16.02	1	—	3	11	4	19	54.6
Machinists,	13	18.52	—	—	2	6	5	13	57.8
Teamsters,	77	12.47	—	6	59	12	—	77	56.3
Other occupations,	25	14.04	—	1	14	9	1	25	62.4

TABLE 6. — *Average Weekly Earnings, Average Hours Actually Worked, and Number of Employees Whose Weekly Earnings fell within Specified Wage Groups, Classified by Industries and Principal Occupations — Continued.*

Paper Box Making — Concluded.

Females.

OCCUPATIONS.	Number of Employees for Whom Weekly Earnings were reported	Average Weekly Earnings	NUMBER OF EMPLOYEES EARNING A WEEK —					Number of Employees for Whom Actual Hours Worked were reported	Average Hours Actually Worked
			Under \$5	\$5 and under \$10	\$10 and under \$15	\$15 and under \$20	\$20 and over		
Productive Occupations.	3,866	\$7.63	678	2,471	660	57	—	3,337	50.4
Bench workers,	954	7.81	131	641	172	10	—	717	50.6
Boxmakers, n. s.,	310	7.47	50	215	42	3	—	274	49.6
Closers,	117	5.63	67	37	9	4	—	117	50.0
Coverers,	945	7.85	101	666	173	5	—	828	50.7
Finishers,	207	7.67	19	162	25	1	—	206	49.0
Folding machine operators,	44	5.91	11	33	—	—	—	44	46.4
Forewomen,	67	11.59	—	13	42	12	—	67	53.3
Gluers,	107	6.94	21	79	7	—	—	96	51.7
Helpers, general,	157	4.59	117	39	1	—	—	176	50.8
Liners, hand,	33	11.08	1	11	16	5	—	33	48.0
Machine operators, n. s.,	129	6.95	23	94	11	1	—	126	51.5
Stayers,	165	8.42	17	103	38	7	—	123	50.2
Toppers,	162	8.00	16	115	28	3	—	128	50.5
Trimmers,	37	7.47	9	23	5	—	—	14	50.6
Turners-in,	61	4.25	44	17	—	—	—	61	49.5
Wrapping machine operators,	153	8.86	6	97	48	2	—	129	49.9
Other occupations,	218	7.88	45	126	43	4	—	198	50.6
General Occupations, Producing Departments.	219	7.27	34	150	33	2	—	199	49.6
Cutters, stock,	15	9.22	1	5	9	—	—	15	52.7
Labelers,	121	7.28	15	87	18	1	—	103	49.6
Other occupations,	83	6.89	18	58	6	1	—	81	49.1

Envelope Making.

Males.

Productive Occupations.	300	\$15.90	1	44	92	92	71	298	54.1
Envelope cutters,	127	15.64	—	11	46	55	15	127	54.2
Foremen,	20	22.06	—	—	1	5	14	20	53.9
Helpers, general,	23	9.60	—	12	10	1	—	23	54.2
Machine adjusters,	72	18.68	—	1	22	17	32	72	54.7
Other occupations,	58	13.38	1	20	13	14	10	56	53.2
General Occupations, Producing Departments.	410	12.78	16	127	136	89	42	407	54.8
Packers,	82	12.85	1	18	40	20	3	82	55.2
Printers,	167	13.63	4	63	26	44	30	165	53.4
Shippers,	35	14.06	1	2	20	9	3	35	61.7
Stock clerks,	31	11.57	2	13	8	7	1	31	52.4
Other occupations,	95	11.16	8	31	42	9	5	94	54.4
Power, Mechanical, and Yard Force.	180	16.28	—	10	47	102	21	180	56.2
Engineers,	10	19.49	—	—	—	7	3	10	57.3
Machinists,	109	17.18	—	2	21	72	14	109	52.8
Other occupations,	61	14.14	—	8	26	23	4	61	62.1

TABLE 6. — *Average Weekly Earnings, Average Hours Actually Worked, and Number of Employees Whose Weekly Earnings fell within Specified Wage Groups, Classified by Industries and Principal Occupations — Continued.*

Envelope Making — Concluded.

Females.

OCCUPATIONS.	Number of Em- ployees for Whom Weekly Earn- ings were re- ported	Average Weekly Earn- ings	NUMBER OF EMPLOYEES EARNING A WEEK —					Number of Em- ployees for Whom Actual Hours Worked were re- ported	Average Hours Actually Worked
			Under \$5	\$5 and under \$10	\$10 and under \$15	\$15 and under \$20	\$20 and over		
Productive Occupations.	1,350	\$7.36	163	1,051	129	7	-	899	50.8
Boxers,	174	6.88	19	144	11	-	-	174	51.9
Clasp attachers,	81	6.13	14	66	1	-	-	13	54.0
Counters,	24	7.73	1	21	2	-	-	24	51.5
Edge tinters,	39	9.36	1	22	15	1	-	39	44.1
Envelope machine operators,	602	7.56	50	511	41	-	-	345	50.5
Folders, hand,	273	6.80	65	181	27	-	-	158	50.8
Sealers, hand,	47	7.85	2	40	5	-	-	36	53.1
Other occupations,	110	8.29	11	66	27	6	-	110	51.2
General Occupations, Pro- ducing Departments.	292	7.51	23	237	32	-	-	213	51.5
Die stamp machine operators,	22	5.69	7	15	-	-	-	22	50.8
Packers,	22	7.51	-	20	2	-	-	22	53.8
Printers,	193	7.78	11	158	24	-	-	114	51.6
Other occupations,	55	7.28	5	44	6	-	-	55	50.8

Other Paper Products.

Males.

OCCUPATIONS.	Number of Em- ployees for Whom Weekly Earn- ings were re- ported	Average Weekly Earn- ings	NUMBER OF EMPLOYEES EARNING A WEEK —					Number of Em- ployees for Whom Actual Hours Worked were re- ported	Average Hours Actually Worked
			Under \$5	\$5 and under \$10	\$10 and under \$15	\$15 and under \$20	\$20 and over		
Productive Occupations.	1,318	\$12.14	64	438	478	219	119	1,314	53.4
Calendermen,	53	9.81	5	23	19	5	1	53	49.6
Coaters,	130	11.24	7	60	39	19	5	130	57.2
Coated paper mill employees, n. e. s.,	89	11.58	6	18	49	11	5	85	54.0
Color mixers,	52	13.40	2	18	18	5	9	52	55.5
Cutters,	159	13.07	6	35	61	43	14	159	53.3
Foremen,	65	22.50	-	1	8	18	38	65	54.1
Helpers,	60	7.87	15	29	15	1	-	60	52.0
Machine operators and tend- ers,	228	12.02	4	72	90	52	10	228	53.8
Pressmen,	160	12.60	5	43	72	25	15	160	49.0
Printers, wall paper,	43	12.72	1	26	-	4	12	43	55.6
Reelers,	70	9.74	2	29	36	3	-	70	55.1
Rulers,	42	14.51	-	6	17	16	3	42	52.4
Other occupations,	167	10.11	11	78	54	17	7	167	53.0
General Occupations, Pro- ducing Departments.	732	13.26	31	159	280	186	76	728	52.7
Packers and shippers,	127	12.38	4	25	64	31	3	127	54.6
Printers,	186	15.23	3	18	61	83	21	186	52.3
Truckers,	53	11.52	2	14	29	7	1	53	55.4
Other occupations,	366	12.81	22	102	126	65	51	362	51.7
Power, Mechanical, and Yard Force.	175	16.80	1	9	48	81	36	175	59.0
Engineers,	17	19.60	-	-	1	8	8	17	61.3
Machinists,	59	18.89	-	-	9	31	19	59	54.1
Other occupations,	99	15.07	1	9	38	42	9	99	61.5

TABLE 6. — *Average Weekly Earnings, Average Hours Actually Worked, and Number of Employees Whose Weekly Earnings fell within Specified Wage Groups, Classified by Industries and Principal Occupations — Concluded.*

Other Paper Products — Concluded.

Females.

OCCUPATIONS.	Number of Em- ployees for Whom Weekly Earn- ings were re- ported	Average Weekly Earn- ings	NUMBER OF EMPLOYEES EARNING A WEEK —					Number of Em- ployees for Whom Actual Hours Worked were reported	Average Hours Actually Worked
			Under \$5	\$5 and under \$10	\$10 and under \$15	\$15 and under \$20	\$20 and over		
Productive Occupations.	1,328	\$6.68	273	970	81	4	-	1,328	49.0
Binders,	52	7.92	5	33	14	-	-	52	51.2
Cone and tube makers,	85	7.07	3	82	-	-	-	85	53.5
Cutters,	129	8.16	5	111	13	-	-	129	48.6
Forewomen,	21	9.76	1	10	8	2	-	21	50.9
Inspectors,	138	5.77	61	71	6	-	-	138	48.4
Machine operators and tend- ers,	196	7.09	24	162	9	1	-	196	49.0
Paper novelty workers,	244	5.89	64	172	8	-	-	244	48.0
Pasters and labelers,	53	5.97	14	38	1	-	-	53	49.9
Sealers and banders,	54	8.35	5	40	8	1	-	54	48.3
Sorters and counters,	135	5.13	77	51	7	-	-	135	43.5
Other occupations,	221	6.88	14	200	7	-	-	221	51.4
General Occupations, Pro- ducing Departments.	194	7.00	47	115	22	9	1	194	49.0
Packers,	86	5.06	38	46	2	-	-	86	48.5
Other occupations,	108	8.56	9	69	20	9	1	108	49.4

Paper Box Making. The average earnings of *male employees*, varying according to the character of the work performed in the producing departments of the paper box factories, ranged from \$8.73 for general helpers, working an average of 53.6 hours, to \$14.38 for scorers, working an average of 55.4 hours in the representative week. These occupations, it will be noted, represented the two largest groups of workmen in the productive departments of the factories. The average earnings of foremen, as computed for 94 men working an average of 55.7 hours, were \$20.49. The level of wages was higher among the general occupations in the producing departments than among the productive occupations, while the average number of hours worked was practically the same.

Referring to the *female employees* in this industry, it will be seen that the average weekly earnings represented by 16 different occupations in the productive departments of paper box factories varied from \$4.25 for turners-in to \$11.08 for hand liners. The average weekly earnings of forewomen were \$11.59, the average hours of labor being 53.3. Among the occupations peculiar to paper box making the numerical importance of bench workers and coverers is shown by this table. The average weekly

earnings as computed for 954 bench workers were \$7.81 and for 945 coverers, \$7.85; the average number of hours worked by each of these groups of workers was practically the same, being 50.6 and 50.7, respectively.

Envelope Making. It will be observed that the average earnings of the 20 foremen reported in the envelope industry were \$22.06, and the average number of hours worked in the representative week was 53.9. The next highest average earnings of the *male employees* in the productive departments were \$18.68 as computed for 72 machine adjusters; of this number 32, or 44.4 per cent of the total, earned \$20 and over.

Of the 1,350 *female employees* in the productive departments of the mills, envelope machine operators, the largest occupation group, formed 44.6 per cent of the total number. The average earnings of these operators were found to be \$7.56 in the representative week, 6.8 per cent of them earning \$10.00 but under \$15.00. The occupation affording the highest average earnings for female workers was edge tinting, the average being \$9.36 for the 39 edge tinters for whom data were obtained. Not only did this occupation show the highest average earnings but the lowest average number of hours actually worked in the industry during the week (44.1) was found for this group of workers, a fact of significance when considering the hourly rate of wages paid to female workers in the industry.

Other Paper Products. Although the character of the finished paper products manufactured in the establishments considered in this industry group was often dissimilar, the nature of the work performed by many of the employees was deemed of sufficient similarity to permit of a comparative study of the wages and hours of labor in certain occupations. A survey of the average earnings of the *male employees* in the productive departments in the several establishments for the week studied shows a variation from \$7.87 for helpers to \$14.51 for rulers. For the 65 foremen for whom data were obtained the average weekly earnings were found to be \$22.50, over one-half (58.5 per cent) earning \$20.00 and over. In the coated paper mills the average weekly earnings of the 130 coaters employed were \$11.24, while the average number of hours worked was 57.2.

For the *female employees* studied, the average weekly earnings of the largest group of workers (paper novelty workers) were \$5.89, and the average number of hours worked was 48 in the representative week. The average earnings of the second largest group, machine operators and tenders, were \$7.09, while the average number of hours worked was 49. A study of the actual working time of female employees in the various occupations shows that the number of hours worked was well under the legal

maximum prescribed for women in this State. Of the 21 forewomen reported in this group of industries the average weekly earnings per person were \$9.76 and the average number of hours worked was 50.9.

3. HOURLY EARNINGS.

In the foregoing pages, *weekly* earnings, showing the bearing of working hours on wages, have been discussed. For exact comparisons earnings reduced to an hourly basis are, of course, much more satisfactory. The reduction of the earnings of all the employees to an hourly basis entailed much computation. The hourly *earnings* were computed by dividing the actual amounts received by the employees during a representative week by the number of hours actually worked, and must not be confused with hourly *rates*. In considering the data relative to *earnings* it must be borne in mind that differences shown are due to the net effect of short time and overtime as well as to differences in hourly *rates*.

The hourly earnings of all male and female employees whose hours of labor were reported are shown below for all occupations, and separately for productive occupations, general occupations in the producing departments, and for the power, mechanical, and yard force.

TABLE 7. — *Number and Percentages of Employees Earning Specified Amounts per Hour, Classified by Sex and Industries.*

Paper Box Making.

CLASSIFIED HOURLY EARNINGS.	ALL OCCUPATIONS		PRODUCTIVE OCCUPATIONS		GENERAL OCCUPATIONS, PRODUCING DEPARTMENTS		POWER, MECHANICAL, AND YARD FORCE	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Males.	1,703	100.0	982	100.0	587	100.0	134	100.0
Under 10 cents,	66	3.9	56	5.7	10	1.7	—	—
10 to 11.9 cents,	56	3.3	50	5.1	6	1.0	—	—
12 to 13.9 cents,	67	3.9	59	5.1	14	2.4	3	2.2
14 to 15.9 cents,	118	6.9	76	7.7	41	7.0	1	0.8
16 to 17.9 cents,	171	10.1	116	11.8	46	7.8	9	6.7
18 to 19.9 cents,	141	8.3	86	8.8	47	8.0	8	6.0
20 to 24.9 cents,	490	28.8	256	26.1	177	30.2	57	42.5
25 to 29.9 cents,	319	18.7	140	14.2	140	23.9	39	29.1
30 to 39.9 cents,	227	13.3	123	12.5	90	15.3	14	10.5
40 cents and over,	48	2.8	29	3.0	16	2.7	3	2.2
Females.	3,430	100.0	3,231	100.0	199	100.0	—	—
Under 10 cents,	581	16.9	560	17.3	21	10.5	—	—
10 to 11.9 cents,	496	14.5	455	14.1	41	20.6	—	—
12 to 13.9 cents,	468	13.6	429	13.3	39	19.6	—	—
14 to 15.9 cents,	496	14.5	469	14.5	27	13.6	—	—
16 to 17.9 cents,	499	14.6	471	14.6	28	14.1	—	—
18 to 19.9 cents,	341	9.9	326	10.1	15	7.5	—	—
20 to 24.9 cents,	415	12.1	388	12.0	27	13.6	—	—
25 to 29.9 cents,	101	2.9	101	3.1	—	—	—	—
30 to 39.9 cents,	33	1.0	32	1.0	1	0.5	—	—

¹ Not including 30 males whose hourly earnings could not be determined.

² Not including 761 females whose hourly earnings could not be determined.

TABLE 7. — *Number and Percentages of Employees Earning Specified Amounts per Hour, Classified by Sex and Industries — Concluded.*

Envelope Making.

CLASSIFIED HOURLY EARNINGS.	ALL OCCUPATIONS		PRODUCTIVE OCCUPATIONS		GENERAL OCCUPATIONS, PRODUCING DEPARTMENTS		POWER, MECHANICAL, AND YARD FORCE	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Males.	1,885	100.0	298	100.0	407	100.0	180	100.0
Under 10 cents, . . .	18	2.0	-	-	18	4.4	-	-
10 to 11.9 cents, . . .	31	3.5	11	3.7	20	4.9	-	-
12 to 13.9 cents, . . .	30	3.4	3	1.0	27	6.6	-	-
14 to 15.9 cents, . . .	39	4.4	9	3.0	22	5.4	8	4.4
16 to 17.9 cents, . . .	77	8.7	16	5.4	56	13.8	5	2.8
18 to 19.9 cents, . . .	31	3.5	7	2.3	21	5.2	3	1.7
20 to 24.9 cents, . . .	177	20.0	53	17.8	92	22.6	32	17.8
25 to 29.9 cents, . . .	149	16.8	59	19.8	61	15.0	29	16.1
30 to 39.9 cents, . . .	245	27.7	91	30.5	63	15.5	91	50.5
40 cents and over, . . .	88	10.0	49	16.5	27	6.6	12	6.7
Females.	2,112	100.0	899	100.0	213	100.0	-	-
Under 10 cents, . . .	89	8.0	77	8.6	12	5.6	-	-
10 to 11.9 cents, . . .	189	17.0	148	16.4	41	19.3	-	-
12 to 13.9 cents, . . .	218	19.6	167	18.6	51	23.9	-	-
14 to 15.9 cents, . . .	199	17.9	165	18.3	34	16.0	-	-
16 to 17.9 cents, . . .	221	19.9	179	19.9	42	19.7	-	-
18 to 19.9 cents, . . .	88	7.9	70	7.8	18	8.5	-	-
20 to 24.9 cents, . . .	83	7.5	68	7.6	15	7.0	-	-
25 to 29.9 cents, . . .	17	1.5	17	1.9	-	-	-	-
30 to 39.9 cents, . . .	8	0.7	8	0.9	-	-	-	-

Other Paper Products.

Males.	3,217	100.0	1,314	100.0	728	100.0	175	100.0
Under 10 cents, . . .	72	3.3	44	3.3	28	3.8	-	-
10 to 11.9 cents, . . .	86	3.9	70	5.3	15	2.1	1	0.6
12 to 13.9 cents, . . .	107	4.8	77	5.9	30	4.1	-	-
14 to 15.9 cents, . . .	162	7.3	113	8.6	41	5.6	8	4.6
16 to 17.9 cents, . . .	280	12.6	195	14.8	68	9.3	17	9.7
18 to 19.9 cents, . . .	160	7.2	107	8.2	50	6.9	3	1.7
20 to 24.9 cents, . . .	468	21.1	280	21.3	163	22.4	25	14.3
25 to 29.9 cents, . . .	384	17.3	203	15.5	133	18.3	48	27.4
30 to 39.9 cents, . . .	360	16.3	156	11.9	154	21.2	50	28.6
40 cents and over, . . .	138	6.2	69	5.2	46	6.3	23	13.1
Females.	1,522	100.0	1,328	100.0	194	100.0	-	-
Under 10 cents, . . .	261	17.1	226	17.0	35	18.0	-	-
10 to 11.9 cents, . . .	363	23.9	305	23.0	58	29.9	-	-
12 to 13.9 cents, . . .	313	20.6	288	21.7	25	12.9	-	-
14 to 15.9 cents, . . .	181	11.9	160	12.0	21	10.8	-	-
16 to 17.9 cents, . . .	190	12.5	178	13.4	12	6.2	-	-
18 to 19.9 cents, . . .	95	6.2	81	6.1	14	7.2	-	-
20 to 24.9 cents, . . .	96	6.3	78	5.9	18	9.3	-	-
25 to 29.9 cents, . . .	13	0.8	10	0.7	3	1.6	-	-
30 to 39.9 cents, . . .	9	0.6	2	0.2	7	3.6	-	-
40 cents and over, . . .	1	0.1	-	-	1	0.5	-	-

Paper Box Making. Considering the employees in the paper box industry, regardless of occupations, we find that over one-half, 1,036, or 60.8 per cent of the *male workers*, earned 20 cents but less than 40 cents

¹ Not including five males whose hourly earnings could not be determined.

² Not including 530 females whose hourly earnings could not be determined.

³ Not including eight males whose hourly earnings could not be determined.

an hour (28.8 per cent earning 20 cents but less than 25), and that 1,959, or 57.2 per cent of the female employees, earned 10 cents but less than 18 cents an hour. In each of the occupation groups for males the largest number of employees was concentrated in the group earning 20 cents but under 40 cents an hour, the percentages being 52.8 in the productive occupations (26.1 earning 20 cents but less than 25 cents), 69.4 in the general occupations, producing departments (30.2 per cent earning 20 cents but less than 25), and 82.1 in the power, mechanical, and yard occupations (42.5 per cent earning 20 cents but less than 25 cents).

Somewhat over one-half of the *female employees* in each occupation group earned 10 cents but less than 18 cents an hour, the percentages being 56.5 for productive occupations and 67.9 for the general occupations, producing departments. Of the three industries studied the level of hourly earnings for females was highest in this industry group, 25.9 per cent receiving 18 cents or over an hour as compared with 17.6 per cent in the envelope industry, and 14.0 per cent in the manufacture of other paper products.

Envelope Making. In a consideration of the *male employees* in this industry, regardless of occupations, we find that 571, or 64.5 per cent, earned 20 cents but less than 40 cents an hour and 10.0 per cent earned 40 cents or over an hour, these two classes of employees forming nearly three-fourths (74.5 per cent) of all the male workers. In each of the specified occupation groups the largest number of males was found to be earning 20 cents but less than 40 cents an hour, the percentages being 68.1 in the productive occupations, 53.1 in the general occupations, producing departments, and 84.4 in the power, mechanical, and yard occupations. Of the three industries considered the level of hourly earnings for males was by far the highest in the envelope industry, over one-fourth (27.7 per cent) receiving 30 but less than 40 cents an hour as compared with 13.3 per cent receiving the same amounts in the paper box industry, and 16.3 per cent in the manufacture of other paper products, while 10.0 per cent earned 40 cents or over an hour in this industry as compared with 2.8 per cent in the paper box industry and 6.2 per cent in the manufacture of other paper products.

Among the *female employees*, considered without regard to occupations, we find that 74.4 per cent earned 10 cents but less than 18 cents an hour, and in both the productive occupations and the general occupations, producing departments, the largest number of female workers was found in the same group, the percentages being 73.2 and 78.9, respectively.

Other Paper Products. Considering the employees engaged in the manufacture of other paper products we find that over one-half, 1,212, or

54.7 per cent of the *male workers* earned 20 cents but less than 40 cents an hour, and that 1,047, or 68.9 per cent of the *female employees*, earned 10 cents but less than 18 cents an hour. Of the *male employees* engaged in the productive occupations, 639, or 48.7 per cent earned 20 but less than 40 cents an hour, and nearly one-third (31.6 per cent) earned 14 but less than 20 cents an hour. The percentage of *females* earning 10 cents but less than 18 cents an hour in the productive occupations was 70.1. Of the employees in the general occupations, producing departments, 61.9 per cent of the *males* earned 20 but less than 40 cents an hour, and 59.8 per cent of the *females* earned 10 cents but less than 18 cents an hour. In the power, mechanical, and yard occupations 70.3 per cent of the employees earned 20 cents but less than 40 cents an hour, over one-fourth (28.6 per cent) of all the employees in this occupation group earning 30 cents but less than 40 cents an hour.

The following summary table illustrates the distribution of the employees by classified hourly earnings.

TABLE 8. — *Number and Percentage of Employees Earning Specified Amounts per Hour, Classified by Sex, Age, and Industries.*

Paper Box Making.

HOURLY EARNINGS.	Both Sexes	MALES		FEMALES		PERCENTAGE DISTRIBUTION			PERCENTAGES OF TOTAL	
		16 Years and over	Under 16 Years	16 Years and over	Under 16 Years	Both Sexes	Males	Females	Males	Females
Totals.	¹ 5,133	1,578	125	2,846	584	100.0	100.0	100.0	33.2	66.8
Under 10 cents, . . .	647	13	53	232	349	12.6	3.9	16.9	10.2	89.8
10 to 11.9 cents, . . .	552	32	24	383	113	10.8	3.3	14.5	10.1	89.9
12 to 13.9 cents, . . .	535	44	23	426	42	10.4	3.9	13.6	12.5	87.5
14 to 15.9 cents, . . .	614	104	14	464	32	12.0	6.9	14.5	19.2	80.8
16 to 17.9 cents, . . .	670	162	9	472	27	13.0	10.1	14.6	25.5	74.5
18 to 19.9 cents, . . .	482	140	1	332	9	9.4	8.3	9.9	29.3	70.7
20 to 24.9 cents, . . .	905	490	—	403	12	17.6	28.8	12.1	54.1	45.9
25 to 29.9 cents, . . .	420	318	1	101	—	8.2	18.7	2.9	76.0	24.0
30 to 39.9 cents, . . .	260	227	—	33	—	5.1	13.3	1.0	87.3	12.7
40 cents and over, . . .	48	48	—	—	—	0.9	2.8	—	100.0	—

Envelope Making.

Totals.	² 1,997	834	51	969	143	100.0	100.0	100.0	44.3	55.7
Under 10 cents, . . .	107	2	16	38	51	5.4	2.0	8.0	16.8	83.2
10 to 11.9 cents, . . .	220	8	23	117	72	11.0	3.5	17.0	14.1	85.9
12 to 13.9 cents, . . .	248	20	10	204	14	12.4	3.4	19.6	12.1	87.9
14 to 15.9 cents, . . .	238	38	1	196	3	11.9	4.4	17.9	16.4	83.6
16 to 17.9 cents, . . .	298	76	1	219	2	14.9	8.7	19.9	25.8	74.2
18 to 19.9 cents, . . .	119	31	—	87	1	6.0	3.5	7.9	26.1	73.9
20 to 24.9 cents, . . .	260	177	—	83	—	13.0	20.0	7.5	68.1	31.9
25 to 29.9 cents, . . .	166	149	—	17	—	8.3	16.8	1.5	89.8	10.2
30 to 39.9 cents, . . .	253	245	—	8	—	12.7	27.7	0.7	96.8	3.2
40 cents and over, . . .	88	88	—	—	—	4.4	10.0	—	100.0	—

¹ Not including 30 males and 761 females whose hourly earnings could not be determined.

² Not including five males and 530 females whose hourly earnings could not be determined.

TABLE 8. — *Number and Percentages of Employees Earning Specified Amounts per Hour, Classified by Sex, Age, and Industries — Concluded.*

Other Paper Products.

HOURLY EARNINGS.	Both Sexes	MALES		FEMALES		PERCENTAGE DISTRIBUTION			PERCENTAGES OF TOTAL	
		16 Years and over	Under 16 Years	16 Years and Over	Under 16 Years	Both Sexes	Males	Fe- males	Males	Fe- males
Totals.	1 3,739	2,044	173	1,133	389	100.0	100.0	100.0	59.3	40.7
Under 10 cents, . . .	333	8	64	100	161	8.9	3.3	17.1	21.6	78.4
10 to 11.9 cents, . . .	449	25	61	244	119	12.0	3.9	23.9	19.2	80.8
12 to 13.9 cents, . . .	420	73	34	275	38	11.2	4.8	20.6	25.5	74.5
14 to 15.9 cents, . . .	343	154	8	141	40	9.2	7.3	11.9	47.2	52.8
16 to 17.9 cents, . . .	470	274	6	164	26	12.6	12.6	12.5	59.6	40.4
18 to 19.9 cents, . . .	255	160	—	91	4	6.8	7.2	6.2	62.7	37.3
20 to 24.9 cents, . . .	564	468	—	95	1	15.1	21.1	6.3	83.0	17.0
25 to 29.9 cents, . . .	397	384	—	13	—	10.6	17.3	0.8	96.7	3.3
30 to 39.9 cents, . . .	369	360	—	9	—	9.9	16.3	0.6	97.6	2.4
40 cents and over, . . .	139	138	—	1	—	3.7	6.2	0.1	99.3	0.7

¹ Not including eight males whose hourly earnings could not be determined.

Paper Box Making. The total number of employees in the paper box industry for whom the actual hours worked were recorded on the pay-rolls was 5,133, of whom 1,578, or 30.7 per cent, were males 16 years of age and over, 125 were males under 16 years of age, 2,846, or 55.5 per cent, were females 16 years of age and over, and 584 were females under 16 years of age.

Of the 5,133 employees in this industry, over one-fifth (22.4 per cent) earned 12 cents and under 16 cents an hour, and the same percentage of employees (22.4) earned 16 but less than 20 cents an hour; one-fourth (25.8 per cent) earned 20 cents but less than 30 cents an hour; and 5.1 per cent earned 30 cents but less than 40 cents an hour. The 1,199 employees who received less than 12 cents an hour formed 23.4 per cent of the total number of employees, and the 48 who received 40 cents or more an hour formed less than one per cent (0.9); the two classes of employees receiving these extremes in wages formed 24.3 per cent of all the employees.

Envelope Making. The total number of employees engaged in the manufacture of envelopes for whom the actual hours worked were recorded on the pay-rolls was 1,997, of whom 834, or 41.8 per cent, were males 16 years of age and over, 51 were males under 16 years of age, 969, or 48.5 per cent, were females 16 years of age and over, and 143 were females under 16 years of age.

Over one-third (39.2 per cent) of the 1,997 wage-earners earned 12 cents but less than 18 cents an hour; 6.0 per cent received 18 but less

than 20 cents an hour; 13.0 per cent received 20 but less than 25 cents an hour; 8.3 per cent received 25 but less than 30 cents an hour; and 12.7 per cent received 30 cents but less than 40 cents an hour. The 327 employees who received less than 12 cents an hour formed 16.4 per cent of the total number of employees, and the 88 employees who received 40 cents or more an hour formed 4.4 per cent; the two classes of employees receiving these extremes in wages formed 20.8 per cent of all the employees.

Other Paper Products. The total number of employees engaged in the manufacture of other paper products for whom the actual hours worked were recorded on the pay-rolls was 3,739, of whom 2,044, or 54.7 per cent, were males 16 years of age and over, 173 were males under 16 years of age, 1,133, or 30.3 per cent, were females 16 years of age and over, and 389 were females under 16 years of age.

One-fifth (20.4 per cent) of the 3,739 wage-earners in this industry earned 12 cents but less than 16 cents an hour; 19.4 per cent received 16 but less than 20 cents an hour; one-fourth (25.7 per cent) received 20 cents but less than 30 cents an hour; and 9.9 per cent received 30 cents but less than 40 cents an hour. The 782 employees who received less than 12 cents an hour formed 20.9 per cent of the total number of employees, and the 139 employees who received 40 cents or more an hour formed 3.7 per cent; the two classes receiving these extremes in wages formed 24.6 per cent of all the employees.

The summary table which follows shows, by cumulative percentages, the proportion of employees whose hourly earnings were less than the amounts specified per hour.

TABLE 9. — *Percentage (Cumulative) of Employees Earning Specified Amounts per Hour, Classified by Sex, Industry, and General Character of Work.*Paper Box Making.
All Employees.

CLASSIFICATION.	Total Number of Em- ployees	PERCENTAGES EARNING PER HOUR —							
		Under 12 cents	Under 14 cents	Under 16 cents	Under 18 cents	Under 20 cents	Under 25 cents	Under 30 cents	30 cents and over
All Occupations.	1 5,133	23.4	33.8	45.8	58.8	68.2	85.8	94.0	6.0
<i>Males.</i>	<i>1,708</i>	<i>7.2</i>	<i>11.1</i>	<i>18.0</i>	<i>28.1</i>	<i>36.4</i>	<i>65.2</i>	<i>83.9</i>	<i>16.1</i>
Time-workers,	1,566	7.1	11.2	18.5	28.7	36.8	65.3	84.0	16.0
Piece-workers,	137	8.0	9.5	13.1	21.2	30.7	63.5	81.8	18.2
<i>Females.</i>	<i>3,430</i>	<i>31.4</i>	<i>45.0</i>	<i>59.5</i>	<i>74.1</i>	<i>84.0</i>	<i>96.1</i>	<i>99.0</i>	<i>1.0</i>
Time-workers,	1,195	51.6	64.2	73.4	85.8	91.2	98.2	99.7	0.3
Piece-workers,	2,235	20.6	34.8	52.1	67.8	80.1	95.0	98.7	1.3
Productive Occupations.	4,213	26.6	38.0	50.9	64.8	74.6	89.9	95.6	4.4
<i>Males.</i>	<i>982</i>	<i>10.8</i>	<i>15.9</i>	<i>23.6</i>	<i>35.4</i>	<i>44.2</i>	<i>70.8</i>	<i>84.6</i>	<i>15.5</i>
Time-workers,	886	10.7	16.1	24.4	36.2	44.7	70.5	84.5	15.5
Piece-workers,	96	11.5	13.5	16.7	28.1	39.6	67.7	84.4	15.6
<i>Females.</i>	<i>3,231</i>	<i>31.4</i>	<i>44.7</i>	<i>59.2</i>	<i>73.8</i>	<i>83.9</i>	<i>95.9</i>	<i>99.0</i>	<i>1.0</i>
Time-workers,	1,071	54.2	65.5	74.2	86.4	91.8	98.0	99.8	0.2
Piece-workers,	2,160	20.1	34.4	51.8	67.5	80.0	94.8	98.6	1.4
Non-productive Occupations.	920	8.5	14.6	22.1	31.1	38.7	67.1	86.5	13.5
<i>Males.</i>	<i>721</i>	<i>2.2</i>	<i>4.6</i>	<i>10.4</i>	<i>18.0</i>	<i>25.7</i>	<i>58.1</i>	<i>82.9</i>	<i>17.1</i>
Time-workers,	680	2.4	4.9	10.7	18.8	26.6	58.4	83.4	16.6
Piece-workers,	41	—	—	4.9	4.9	9.8	53.7	75.6	24.4
<i>Females.</i>	<i>199</i>	<i>31.1</i>	<i>50.7</i>	<i>64.3</i>	<i>78.4</i>	<i>85.9</i>	<i>99.5</i>	<i>99.5</i>	<i>0.5</i>
Time-workers,	124	29.8	52.4	66.1	80.6	86.3	99.2	99.2	0.8
Piece-workers,	75	33.3	48.0	61.3	74.7	85.3	100.0	100.0	—

Employees Who Worked Full Time.

All Occupations.	2 2,947	23.6	33.7	43.8	56.3	65.0	83.4	93.2	6.8
<i>Males.</i>	<i>1,173</i>	<i>6.6</i>	<i>10.7</i>	<i>16.5</i>	<i>26.8</i>	<i>34.6</i>	<i>63.7</i>	<i>83.6</i>	<i>16.4</i>
Time-workers,	1,130	6.8	10.9	16.7	26.9	34.7	63.5	83.5	16.5
Piece-workers,	43	2.3	7.0	9.3	23.3	32.6	69.8	86.0	14.0
<i>Females.</i>	<i>1,774</i>	<i>34.8</i>	<i>48.9</i>	<i>61.8</i>	<i>75.9</i>	<i>85.1</i>	<i>96.4</i>	<i>99.5</i>	<i>0.5</i>
Time-workers,	879	48.1	61.7	70.6	84.1	90.0	97.6	99.7	0.3
Piece-workers,	895	21.8	36.4	53.2	67.8	80.3	95.3	99.4	0.6
Productive Occupations.	2 2,333	27.7	38.7	50.0	63.6	72.5	87.9	94.6	5.4
<i>Males.</i>	<i>681</i>	<i>9.7</i>	<i>15.1</i>	<i>22.5</i>	<i>34.1</i>	<i>42.0</i>	<i>67.7</i>	<i>82.4</i>	<i>17.6</i>
Time-workers,	638	10.2	15.7	23.4	34.8	42.6	67.6	82.1	17.9
Piece-workers,	43	2.3	7.0	9.3	23.3	32.6	69.8	86.0	14.0
<i>Females.</i>	<i>1,652</i>	<i>35.2</i>	<i>48.4</i>	<i>61.4</i>	<i>75.7</i>	<i>85.1</i>	<i>96.2</i>	<i>99.6</i>	<i>0.4</i>
Time-workers,	793	50.1	62.0	70.9	84.6	90.4	97.5	99.7	0.3
Piece-workers,	859	21.4	35.7	52.6	67.5	80.2	95.1	99.4	0.6
Non-productive Occupations.	614	8.0	15.0	20.0	28.8	36.5	66.3	88.1	11.9
<i>Males.</i>	<i>492</i>	<i>2.4</i>	<i>4.7</i>	<i>8.1</i>	<i>16.7</i>	<i>24.4</i>	<i>58.1</i>	<i>85.4</i>	<i>14.6</i>
Time-workers,	492	2.4	4.7	8.1	16.7	24.4	58.1	85.4	14.6
<i>Females.</i>	<i>122</i>	<i>30.3</i>	<i>56.6</i>	<i>68.0</i>	<i>77.9</i>	<i>85.2</i>	<i>99.2</i>	<i>99.2</i>	<i>0.8</i>
Time-workers,	86	30.2	58.1	68.6	79.1	86.0	98.8	98.8	1.2
Piece-workers,	36	30.6	52.8	66.7	75.0	83.3	100.0	100.0	—

¹ Not including 30 males (two time-workers and 28 piece-workers) and 761 females (two time-workers and 759 piece-workers) whose hourly earnings could not be computed on account of incomplete information.

² Not including 22 female piece-workers whose weekly earnings could not be determined.

TABLE 9. — *Percentage (Cumulative) of Employees Earning Specified⁷ Amounts per Hour, Classified by Sex, Industry, and General Character of Work — Continued.*

Envelope Making.

All Employees.

CLASSIFICATION.	Total Number of Em- ployees	PERCENTAGES EARNING PER HOUR —							
		Under 12 cents	Under 14 cents	Under 16 cents	Under 18 cents	Under 20 cents	Under 25 cents	Under 30 cents	30 cents and over
All Occupations.	1,997	16.4	28.8	49.7	55.6	61.6	74.6	82.9	17.1
<i>Males.</i>	885	5.5	8.9	13.3	22.0	25.5	45.5	62.3	37.7
Time-workers,	867	5.7	9.0	13.5	22.4	26.0	46.3	63.1	36.9
Piece-workers,	18	—	5.6	5.6	5.6	5.6	11.1	27.8	72.2
<i>Females.</i>	1,112	25.0	44.6	62.5	82.4	90.3	97.8	99.3	0.7
Time-workers,	583	33.1	54.5	70.8	88.0	92.3	98.8	99.7	0.3
Piece-workers,	529	16.1	33.7	53.3	76.2	88.1	96.6	98.9	1.1
Productive Occupations.	1,197	19.7	33.9	48.5	64.7	71.2	81.3	87.6	12.4
<i>Males.</i>	298	3.7	4.7	7.7	13.1	15.4	33.2	53.0	47.0
Time-workers,	289	3.8	4.8	8.0	13.5	15.9	33.9	53.6	46.4
Piece-workers,	9	—	—	—	—	—	11.1	33.3	66.7
<i>Females.</i>	899	25.0	43.6	61.9	81.8	89.6	97.2	99.1	0.9
Time-workers,	434	33.2	53.5	69.1	87.1	91.5	98.4	99.5	0.5
Piece-workers,	465	17.4	34.4	55.3	77.0	88.0	96.1	98.7	1.3
Non-productive Occupations.	800	11.4	21.1	29.1	42.0	47.3	64.6	75.9	24.1
<i>Males.</i>	587	6.6	11.1	16.2	26.6	30.7	51.8	67.1	32.9
Time-workers,	578	6.6	11.1	16.3	26.9	31.0	52.4	67.8	32.2
Piece-workers,	9	—	11.1	11.1	11.1	11.1	11.1	22.2	77.8
<i>Females.</i>	213	24.9	48.8	64.8	84.5	93.0	100.0	100.0	—
Time-workers,	149	32.9	57.7	75.8	90.6	94.6	100.0	100.0	—
Piece-workers,	64	6.3	28.1	39.1	40.6	70.3	89.1	100.0	—

Employees Who Worked Full Time.

All Occupations.	1,132	20.3	33.7	45.9	58.7	63.1	72.3	80.6	19.4
<i>Males.</i>	485	7.8	10.7	14.6	21.0	24.5	36.9	55.3	44.7
Time-workers,	473	8.0	10.8	14.8	21.4	25.0	37.6	56.2	43.8
Piece-workers,	12	—	8.3	8.3	8.3	8.3	8.3	16.7	83.3
<i>Females.</i>	647	29.7	50.9	69.4	86.9	92.0	98.8	99.5	0.5
Time-workers,	446	33.9	55.2	71.1	87.2	91.9	98.7	99.6	0.4
Piece-workers,	201	20.4	41.3	65.7	86.1	92.0	99.0	99.5	0.5
Productive Occupations.	716	23.5	37.6	52.5	66.1	70.4	78.5	85.1	14.9
<i>Males.</i>	203	4.9	5.4	9.4	13.3	15.3	23.1	43.8	51.2
Time-workers,	196	5.1	5.6	9.7	13.8	15.8	29.1	50.0	50.0
Piece-workers,	7	—	—	—	—	—	—	14.3	85.7
<i>Females.</i>	513	30.8	50.3	69.6	86.9	92.2	98.4	99.4	0.6
Time-workers,	344	34.0	54.1	69.5	86.3	91.6	98.3	99.4	0.6
Piece-workers,	169	24.3	42.6	69.8	88.2	93.5	98.8	99.4	0.6
Non-productive Occupations.	416	14.9	26.9	34.6	45.9	50.5	61.5	72.8	27.2
<i>Males.</i>	282	9.9	14.5	18.4	26.6	31.2	43.8	59.9	40.1
Time-workers,	277	10.1	14.4	18.4	26.7	31.4	43.7	60.6	39.4
Piece-workers,	5	—	20.0	20.0	20.0	20.0	20.0	20.0	80.0
<i>Females.</i>	134	25.4	53.0	68.7	82.1	91.0	100.0	100.0	—
Time-workers,	102	33.3	58.8	76.5	90.2	93.1	100.0	100.0	—
Piece-workers,	32	—	34.4	43.8	75.0	84.4	100.0	100.0	—

¹ Not including five male and 530 female piece-workers whose hourly earnings could not be determined.

TABLE 9. — *Percentage (Cumulative) of Employees Earning Specified Amounts per Hour, Classified by Sex, Industry, and General Character of Work — Concluded.*

Other Paper Products.

All Employees.

CLASSIFICATION.	Total Number of Em- ployees	PERCENTAGES EARNING PER HOUR —							
		Under 12 cents	Under 14 cents	Under 16 cents	Under 18 cents	Under 20 cents	Under 25 cents	Under 30 cents	30 cents and over
All Occupations.	1,379	20.9	32.1	41.3	53.9	60.7	75.8	86.4	13.6
<i>Males.</i>	2,217	7.2	12.0	19.3	31.9	39.1	60.2	77.6	22.5
Time-workers,	2,111	7.2	12.0	19.4	32.2	39.5	60.1	77.4	22.6
Piece-workers,	106	4.7	10.4	17.0	26.4	32.1	63.2	81.1	18.9
<i>Females.</i>	1,522	41.0	61.6	73.6	86.0	92.2	98.5	99.3	0.7
Time-workers,	927	53.5	74.9	85.1	93.9	95.8	98.8	99.4	0.6
Piece-workers,	595	21.5	40.8	55.3	73.6	86.6	98.0	99.3	0.7
Productive Occupations.	2,642	24.4	38.2	48.6	62.7	69.8	83.3	91.4	8.6
<i>Males.</i>	1,314	8.6	14.6	23.1	37.9	46.1	67.4	82.9	17.1
Time-workers,	1,234	8.8	14.6	23.3	38.5	46.9	67.5	82.6	17.4
Piece-workers,	80	6.3	13.8	21.3	30.0	33.8	66.3	87.5	12.5
<i>Females.</i>	1,328	40.0	61.7	73.7	87.1	93.2	99.1	99.8	0.2
Time-workers,	796	54.8	76.6	86.8	96.0	97.5	99.6	99.9	0.1
Piece-workers,	532	17.9	39.3	54.1	73.9	86.8	98.3	99.8	0.2
Non-productive Occupations.	1,097	12.5	17.5	23.9	32.7	38.8	57.6	74.4	25.6
<i>Males.</i>	903	4.9	8.2	13.6	23.0	23.9	49.7	69.8	30.2
Time-workers,	877	5.0	8.4	13.9	23.3	29.0	49.6	70.0	30.0
Piece-workers,	26	—	—	3.8	15.4	26.9	53.8	61.5	38.5
<i>Females.</i>	194	47.9	60.8	71.6	77.8	85.0	94.3	95.9	4.1
Time-workers,	131	45.8	64.1	74.8	80.9	85.5	93.9	96.2	3.8
Piece-workers,	63	52.4	54.0	65.1	71.4	84.1	95.2	95.2	4.8

Employees Who Worked Full Time.

All Occupations.	1,862	21.7	34.9	43.9	56.2	62.1	76.2	85.1	14.9
<i>Males.</i>	1,103	8.3	13.6	19.7	32.5	40.3	60.9	75.5	24.5
Time-workers,	1,068	8.3	13.5	19.7	32.5	40.4	60.5	75.0	25.0
Piece-workers,	35	5.7	17.1	20.0	34.3	40.0	74.3	91.4	8.6
<i>Females.</i>	759	41.2	65.9	79.2	90.6	93.8	98.4	99.1	0.9
Time-workers,	531	47.6	71.4	83.2	94.0	95.7	98.7	99.4	0.6
Piece-workers,	228	26.3	53.1	69.7	82.9	89.5	97.8	98.2	1.8
Productive Occupations.	1,314	25.0	41.3	51.2	65.4	71.2	83.5	90.9	9.1
<i>Males.</i>	654	9.2	15.9	22.0	37.8	47.1	67.6	82.0	18.0
Time-workers,	629	9.2	15.6	21.8	37.7	47.4	67.4	81.4	18.6
Piece-workers,	25	8.0	24.0	28.0	40.0	40.0	72.0	96.0	4.0
<i>Females.</i>	660	40.8	68.5	80.2	92.7	95.2	99.2	99.7	0.3
Time-workers,	452	48.5	72.6	84.5	96.2	97.3	99.3	99.8	0.2
Piece-workers,	208	24.0	53.4	70.7	85.1	90.4	99.0	99.5	0.5
Non-productive Occupations.	548	13.7	19.5	26.5	34.3	40.3	58.8	71.4	28.6
<i>Males.</i>	449	6.9	10.2	16.3	24.9	30.5	51.2	66.1	33.9
Time-workers,	439	7.1	10.5	16.6	25.1	30.3	50.6	65.8	34.2
Piece-workers,	10	—	—	—	20.0	40.0	80.0	80.0	20.0
<i>Females.</i>	99	44.4	61.6	72.7	76.8	84.8	92.9	94.9	5.1
Time-workers,	79	43.0	64.6	75.9	81.0	86.1	94.9	97.5	2.5
Piece-workers,	20	50.0	50.0	60.0	60.0	80.0	85.0	85.0	15.0

1 Not including eight male piece-workers whose hourly earnings could not be determined.

Paper Box Making. Of the 1,703 *male employees*, including both skilled and unskilled, employed in the manufacture of paper boxes, 65.2 per cent earned less than 25¹ cents an hour. There was but very little difference between the hourly earnings of the male time-workers and of the male piece-workers, 65.3 per cent of the former and 63.5 per cent of the latter earning less than 25 cents an hour. Over one-half (59.5 per cent) of the *female employees* earned less than 16² cents an hour and 84.0 per cent earned less than 20² cents an hour. The difference between the hourly earnings of the time-workers and of the piece-workers was much greater for the females than for the males, 73.4 per cent of the time-workers earning less than 16 cents an hour and 91.2 per cent earning less than 20 cents an hour, as compared with 52.1 per cent of the piece-workers who earned less than 16 cents an hour and 80.1 per cent who earned less than 20 cents an hour.

It will be seen that the level of hourly earnings of the *male employees* who worked *full time* was slightly higher for the time-workers, 16.5 per cent earning 30 cents or over an hour, and 14.0 per cent of the piece-workers earning 30 cents or over an hour, while 63.5 per cent of the time-workers and 69.8 per cent of the piece-workers earned less than 25 cents an hour. The hourly earnings of the *female employees* in this industry who worked *full time* were higher for the piece-workers, 53.2 per cent earning less than 16 cents an hour as compared with 70.6 per cent of the time-workers, while 80.3 per cent of the piece-workers earned less than 20 cents an hour and 90.0 per cent of the time-workers earned less than this amount.

Envelope Making. Of the 885 *male employees*, both skilled and unskilled, employed in the envelope making industry, 45.5 per cent earned less than 25 cents an hour. There was a great difference in the hourly earnings of the male time-workers and piece-workers, 46.3 per cent of the time-workers earning less than 25 cents an hour, while only 11.1 per cent of the piece-workers earned less than this amount. Considerably over one-half (62.5 per cent) of the *female employees* earned less than 16 cents an hour and 90.3 per cent earned less than 20 cents an hour. The hourly earnings of the female employees were somewhat higher for the piece-workers, 53.3 per cent earning less than 16 cents an hour as compared with 70.8 per cent of the time-workers, and 88.1 per cent of the piece-workers earning less than 20 cents an hour as compared with 92.3 per cent of the time-workers.

¹ This rate (25 cents) is cited here because it is the prevailing rate paid for *unskilled* manual labor for males in Boston and vicinity.

² The prevailing rate paid to female day-workers in unskilled domestic service for washing is 15 cents an hour, and for cleaning, 20 cents an hour.

For the *male employees* who worked *full time* in this industry the level of earnings was very much higher for piece-workers than for time-workers, 83.3 per cent of the piece-workers earning 30 cents and over an hour as compared with 43.8 per cent of the time-workers. Over one-third (37.6 per cent) of the time-workers earned less than 25 cents an hour and only 8.3 per cent of the piece-workers earned less than this amount. For the *female employees* who were employed *full time* there was but little difference in the earnings of the time-workers and piece-workers, 71.1 per cent of the time-workers and 65.7 per cent of the piece-workers earning less than 16 cents an hour, while 91.9 per cent of the time-workers and 92.0 per cent of the piece-workers earned less than 20 cents an hour. Less than one per cent both of time and piece-workers earned 30 cents and over an hour, the percentages being 0.4 and 0.5, respectively.

Other Paper Products. Of the 2,217 *male employees*, including both skilled and unskilled, employed in the manufacture of other paper products, 60.2 per cent earned less than 25 cents an hour. There was but little difference between the earnings of male time-workers and piece-workers in this industry, 60.1 per cent of the former and 63.2 per cent of the latter earning less than 25 cents an hour. Nearly three-fourths (73.5 per cent) of the *female employees* earned less than 16 cents an hour, and 92.2 per cent earned less than 20 cents an hour. There was an appreciable difference in the earnings of the female time-workers and piece-workers, 55.3 per cent of the piece-workers earning less than 16 cents an hour as compared with 85.1 per cent of the time-workers who earned less than this amount, and 86.6 per cent of the piece-workers earned less than 20 cents an hour as against 95.8 per cent of the time-workers who earned less than 20 cents an hour.

The level of hourly earnings of the *male employees* who worked *full time* in this industry was considerably higher for the time-workers, 25.0 per cent earning 30 cents or over, as compared with only 8.6 per cent of the piece-workers who earned 30 cents or over, while 60.5 per cent of the time-workers earned less than 25 cents an hour as compared with 74.3 per cent of the piece-workers who earned less than this amount. The hourly earnings of the *female employees* who worked *full time* were but slightly higher for the piece-workers than for the time-workers, 83.2 per cent of the time-workers earning less than 16 cents an hour and 95.7 per cent earning less than 20 cents an hour, the percentages of the piece-workers earning less than these two amounts being 69.7 and 89.5, respectively.

IV.

HOURS OF LABOR.

1. INTRODUCTORY.

Closely related to the subject of earnings is that of working hours, for which reason a detailed study of the hours of labor of the workers in these industries was made. Facts relative to the customary working hours and the hours actually worked in the various establishments during the representative week covered by this inquiry are presented here for all wage-earners for whom such information was available from the pay-rolls of the manufacturers.

The data relative to customary working hours are here tabulated for 12,203 wage-earners in the three groups of industries studied, while tables of actual hours are shown for 10,975 employees, or 89.9 per cent, the difference, 1,228, representing the number of workers for whom no records of hours worked were kept at the mills.

2. CUSTOMARY WEEKLY WORKING HOURS.

The table which follows shows the number and percentage of employees of each sex classified by the customary number of full-time working hours per week in all occupations and in each of the three departmental branches of the several industries considered in this report.

Although the so-called 54-hour law is legally applicable only to the employment of women and minors in manufacturing and mercantile establishments, it has, nevertheless, effected a corresponding reduction in the hours of labor of men in many of the establishments in which both men and women are employed, thus establishing the 54-hour schedule as a standard working week for men as well as for women.

Of the 1,733 males engaged in *paper box making*, it was found that 43.5 per cent were customarily working 54 hours a week; for 44.1 per cent the full-time hours were over 54 a week; and for only 12.4 per cent were the working hours less than 54 a week. In the *envelope making* group 64.4 per cent of the 890 males customarily worked 54 hours a week, 31.6 per cent worked over 54 hours, when fully employed, and only 4.0 per cent worked less than 54 hours a week. The corresponding percentages for the 2,225 males employed in the manufacture of *other paper products* were 24.9 per cent customarily working 54 hours, 27.1 per cent working over 54 hours a week, and 48.0 per cent working less than 54 hours a week.

The customary hours of labor of nearly three-fourths (71.3 per cent) of the females employed in the *paper box industry* were found to be 54 a week. Only 0.5 per cent customarily worked 48 hours a week, while over one-fourth (28.2 per cent) had a full-time week of over 48 but under 54 hours. Practically all the females engaged in *envelope making* (95.6 per cent) worked customarily 54 hours a week, only 4.4 per cent working less than 54 hours when fully employed. Considering the female employees engaged in the manufacture of *other paper products* we find that somewhat over one-half (58.0 per cent) had a full-time week of 54 hours, 41.5 per cent customarily working over 48 but under 54 hours a week, and only 0.5 per cent working 48 hours or under.

TABLE 10. — *Number and Percentage of Employees Customarily Working Specified Number of Hours a Week, Classified by Sex and Industries.*

CLASSIFIED CUSTOMARY WEEKLY HOURS.	ALL OCCUPA- TIONS		PRODUCTIVE OC- CUPATIONS		GENERAL OCCUPA- TIONS, PRODUC- ING DEPARTMENTS		POWER, MECHANICAL, AND YARD FORCE	
	Number	Percent- age	Number	Percent- age	Number	Percent- age	Number	Percent- age
Males.	1,733	100.0	1,000	100.0	599	100.0	134	100.0
48 hours and under, . . .	123	1.3	2	0.2	21	3.5	—	—
Over 48 and under 54 hours,	192	11.1	92	9.2	97	16.2	3	2.2
54 hours,	754	43.5	468	46.8	235	39.2	51	38.1
Over 54 and under 60 hours,	740	42.7	435	43.5	243	40.6	62	46.3
60 hours,	17	1.0	3	0.3	3	0.5	11	8.2
Over 60 and not over 72 hours,	4	0.2	—	—	—	—	4	3.0
Over 72 and under 84 hours,	3	0.2	—	—	—	—	3	2.2
Females.	4,191	100.0	3,972	100.0	219	100.0	—	—
48 hours,	19	0.5	17	0.4	2	0.9	—	—
Over 48 and under 54 hours,	1,184	28.2	1,118	28.2	66	30.1	—	—
54 hours,	2,988	71.3	2,837	71.4	151	69.0	—	—

Envelope Making.

	890	100.0	300	100.0	410	100.0	180	100.0
Males.								
Under 48 hours,	21	2.4	6	2.0	14	3.4	1	0.6
48 hours,	—	—	—	—	—	—	—	—
Over 48 and under 54 hours,	14	1.6	4	1.3	10	2.4	—	—
54 hours,	573	64.4	208	69.4	249	60.7	116	64.5
Over 54 and under 60 hours,	246	27.6	78	26.0	127	31.0	41	22.8
60 hours,	17	1.9	4	1.3	5	1.2	8	4.4
Over 60 and not over 72 hours,	9	1.0	—	—	3	0.7	6	3.3
Over 72 and under 84 hours,	1	0.1	—	—	1	0.3	—	—
84 hours and over,	9	1.0	—	—	1	0.3	8	4.4
Females.	1,642	100.0	1,350	100.0	292	100.0	—	—
Under 48 hours,	54	3.3	46	3.4	8	2.7	—	—
48 hours,	—	—	—	—	—	—	—	—
Over 48 and under 54 hours,	19	1.1	19	1.4	—	—	—	—
54 hours,	1,569	95.6	1,285	95.2	284	97.3	—	—

¹ The customary hours of labor were less than 48 a week for only one employee.

TABLE 10.—*Number and Percentage of Employees Customarily Working Specified Number of Hours a Week, Classified by Sex and Industries—Concluded.*

Other Paper Products.

CLASSIFIED CUSTOMARY WEEKLY HOURS.	ALL OCCUPA- TIONS		PRODUCTIVE OC- CUPATIONS		GENERAL OCCUPA- TIONS, PRODUC- ING DEPARTMENTS		POWER, MECHANICAL, AND YARD FORCE	
	Number	Percent- age	Number	Percent- age	Number	Percent- age	Number	Percent- age
Males.	2,225	100.0	1,318	100.0	732	100.0	175	100.0
Under 48 hours,	2	0.1	1	0.1	—	—	1	0.6
48 hours,	55	2.5	19	1.5	36	4.9	—	—
Over 48 and under 54 hours,	1,011	45.4	474	36.0	453	61.9	84	48.0
54 hours,	554	24.9	353	26.8	162	22.1	39	22.3
Over 54 and under 60 hours,	377	16.9	292	22.2	62	8.5	23	13.1
60 hours,	156	7.0	127	9.6	19	2.6	10	5.7
Over 60 and not over 72 hours,	57	2.6	51	3.7	—	—	6	3.4
Over 72 and under 84 hours,	13	0.6	1	0.1	—	—	12	6.9
Females.	1,522	100.0	1,328	100.0	194	100.0	—	—
Under 48 hours,	6	0.4	3	0.2	3	1.6	—	—
48 hours,	2	0.1	1	0.1	1	0.5	—	—
Over 48 and under 54 hours,	632	41.5	567	42.7	65	33.5	—	—
54 hours,	882	58.0	757	57.0	125	64.4	—	—

3. ACTUAL HOURS WORKED IN A REPRESENTATIVE WEEK.

The term "actual hours" means the number of hours actually worked by employees in the representative week for which pay-rolls were obtained in this inquiry. As already explained, a record of the actual hours spent at work was available for but 89.9 per cent of all the wage-earners considered in this report.

In all manufacturing establishments in Massachusetts the maximum number of hours which may be legally worked in a week (exclusive of meal periods) by women and minors under 18 years of age is 54. Since the data herein presented were obtained the working hours for minors under 16 years of age have been further reduced to 48 a week. In the case of males 18 years of age and over the hours of labor are not limited by statute.

Occasionally in the course of this inquiry pay-rolls indicated an excess over 54 hours of labor for female employees. This apparent violation of the law may, no doubt, be explained as due to the method of figuring pay for extra or special work. Credit for special work — such as cleaning of work-rooms or offices — is often entered on pay-rolls, not at a higher rate of pay, but as time and one-half, double time, etc., although the *actual* number of hours worked may be well within the law. For a special grade of work it sometimes happens that a week of five and one-half days of

nine hours each is paid for at the rate of one and one-quarter days for each of six days. This explanation will doubtless account for any apparent excessive number of working hours for women that may be shown in the following tables.

Facts as to the number of hours worked are brought out more forcibly when presented in tabular form. In the following table the average customary working time and the average hours actually worked in the representative week covered by this investigation are shown for each of the various classes of employees for whom weekly hours of labor were ascertained. We find in each of the three groups of industries that the average number of hours actually worked by nearly all of the important classes of employees during the week covered by this inquiry were somewhat less than their average customary full-time weekly hours. For the male time-workers in a few cases the average actual hours per employee showed an excess over the average regular hours for that class of workers.

TABLE 11. — *Average Customary Working Time and Average Hours Actually Worked in a Representative Week, Classified by Industries.*

Paper Box Making.

CLASSIFICATION.	MALES		FEMALES	
	Average Customary Working Hours	Average Hours Actually Worked	Average Customary Working Hours	Average Hours Actually Worked
All Occupations.	55.1	54.6	53.3	50.4
Under 16 years of age,	53.5	49.8	53.6	50.5
16 years of age and over,	55.3	55.0	53.3	50.4
Employees who worked:				
Full time,	55.3	55.3	53.6	53.6
Overtime,	54.2	61.5	50.9	55.2
Undertime,	55.2	46.4	53.3	46.9
Time-workers,	55.2	54.8	53.3	50.8
Piece-workers,	54.8	52.3	53.4	50.2

Envelope Making.

All Occupations.	54.7	54.8	53.8	51.0
Under 16 years of age,	53.4	49.6	53.1	50.7
16 years of age and over,	54.8	55.2	53.8	51.0
Employees who worked:				
Full time,	54.8	54.8	53.4	53.4
Overtime,	54.5	61.3	—	—
Undertime,	54.5	46.8	54.0	47.5
Time-workers,	54.7	54.9	53.4	51.6
Piece-workers,	53.1	50.1	54.0	50.2

TABLE 11. — *Average Customary Working Time and Average Hours Actually Worked in a Representative Week, Classified by Industries — Concluded.*

Other Paper Products.

CLASSIFICATION.	MALES		FEMALES	
	Average Customary Working Hours	Average Hours Actually Worked	Average Customary Working Hours	Average Hours Actually Worked
All Occupations.	53.8	53.6	52.7	49.0
Under 16 years of age,	53.1	50.0	53.1	49.9
16 years of age and over,	53.8	53.9	52.5	48.7
Employees who worked:				
Full time,	54.1	54.1	52.8	52.8
Overtime,	53.3	61.3	51.7	54.3
Undertime,	53.4	43.9	52.5	44.8
Time-workers,	53.8	53.7	52.4	48.5
Piece-workers,	53.2	50.7	53.0	49.6

The following table has been prepared in order to show how widely the number of working hours varies for the several classes of employees considered. When these percentages are examined in connection with the column of average hours worked by each class of wage-earners they afford a significant showing as to the proportion of employees working over or under the average number of hours for their respective class. The facts are shown for those employees only whose actual hours of labor were matters of record on the manufacturers' pay-rolls.

TABLE 12. — *Average Hours Actually Worked and Percentage of Time-workers and Piece-workers Working Full Time, Overtime, and Undertime, Classified by Number of Hours in a Representative Week, and by Sex and Industries.*

Paper Box Making.

CLASSIFICATION.	Total Number of Em- ployees	Average Hours Worked	PERCENTAGE OF EMPLOYEES WHOSE ACTUAL HOURS OF LABOR WERE —						
			48 and under	Over 48 and under 54	54	Over 54 and under 60	60	Over 60 but not over 72	Over 72
All Occupations.	15,239	51.8	15.2	32.7	36.9	12.5	0.6	1.7	0.4
<i>Males.</i>	<i>1,703</i>	<i>54.6</i>	<i>6.4</i>	<i>14.5</i>	<i>32.9</i>	<i>33.1</i>	<i>1.8</i>	<i>5.1</i>	<i>1.2</i>
Full time,	1,173	55.3	0.8	9.3	45.6	42.7	1.2	0.2	0.2
Overtime,	240	61.5	—	3.7	2.5	44.2	7.1	34.6	7.9
Undertime,	290	46.4	34.5	44.5	6.5	14.5	—	—	—
<i>Females.</i>	<i>8,536</i>	<i>50.4</i>	<i>19.5</i>	<i>41.4</i>	<i>33.9</i>	<i>0.1</i>	<i>2</i>	<i>0.1</i>	<i>—</i>
Full time,	1,796	53.6	0.1	24.4	75.5	—	—	—	—
Overtime,	38	55.2	—	26.3	47.4	10.5	2.6	13.2	—
Undertime,	1,702	46.9	40.3	59.6	0.1	—	—	—	—

¹ Not including 30 males and 655 females whose actual hours of labor were not reported.² 0.03 per cent.

TABLE 12. — *Average Hours Actually Worked and Percentage of Time-workers and Piece-workers Working Full Time, Overtime, and Undertime, Classified by Number of Hours in a Representative Week, and by Sex and Industries — Continued.*

Paper Box Making — Concluded.

CLASSIFICATION.	Total Number of Em- ployees	Average Hours Worked	PERCENTAGE OF EMPLOYEES WHOSE ACTUAL HOURS OF LABOR WERE —						
			48 and under	Over 48 and under 54	54	Over 54 and under 60	60	Over 60 but not over 72	Over 72
Time-workers.	2,761	53.1	9.4	21.3	41.7	22.5	1.1	3.2	0.8
<i>Males.</i>	1,666	54.8	6.1	12.2	33.7	39.5	1.9	5.3	1.3
Full time,	1,130	55.3	0.8	9.6	44.9	43.0	1.2	0.3	0.2
Overtime,	227	61.8	—	1.3	2.2	46.3	6.6	35.2	8.4
Undertime,	209	44.9	41.1	37.8	7.7	13.4	—	—	—
<i>Females.</i>	1,195	50.8	13.8	33.2	52.3	0.2	0.1	0.4	—
Full time,	879	53.4	0.2	30.6	69.2	—	—	—	—
Overtime,	33	55.3	—	24.2	51.5	6.1	3.0	15.2	—
Undertime,	283	42.2	57.6	42.4	—	—	—	—	—
Piece-workers.	2,478	50.3	21.7	45.3	31.5	1.3	0.1	0.1	—
<i>Males.</i>	137	62.3	10.2	40.9	23.3	21.9	1.5	2.2	—
Full time,	43	55.2	—	—	65.1	34.9	—	—	—
Overtime,	13	56.2	—	46.1	7.7	7.7	15.4	23.1	—
Undertime,	81	50.2	17.3	61.7	3.7	17.3	—	—	—
<i>Females.</i>	2,341	50.2	22.4	45.5	32.0	0.1	—	—	—
Full time,	917	53.7	—	18.5	81.5	—	—	—	—
Overtime,	5	54.6	—	40.0	20.0	40.0	—	—	—
Undertime,	1,419	47.9	36.9	63.0	0.1	—	—	—	—

Envelope Making.

All Occupations.	1,997	52.7	15.3	20.7	46.3	11.1	0.9	4.5	1.2
<i>Males.</i>	885	54.8	9.5	11.3	39.2	25.0	2.1	10.2	2.7
Full time,	485	54.8	3.9	2.9	68.7	19.2	1.8	1.4	2.1
Overtime,	222	61.3	—	—	—	51.8	4.5	37.4	6.3
Undertime,	178	46.8	36.5	48.3	7.9	7.3	—	—	—
<i>Females.</i>	1,112	51.0	19.9	28.2	51.9	—	—	—	—
Full time,	647	53.4	8.3	2.5	89.2	—	—	—	—
Undertime,	465	47.5	35.9	64.1	—	—	—	—	—
Time-workers.	1,450	53.6	12.6	13.5	49.9	14.9	1.3	6.2	1.6
<i>Males.</i>	867	54.9	9.2	11.2	39.3	24.9	2.2	10.4	2.8
Full time,	473	54.9	3.6	3.0	69.1	18.8	1.9	1.5	2.1
Overtime,	221	61.3	—	—	—	51.6	4.5	37.6	6.3
Undertime,	173	47.0	36.4	48.0	8.1	7.5	—	—	—
<i>Females.</i>	583	51.6	17.5	17.0	65.5	—	—	—	—
Full time,	446	53.2	10.8	3.6	85.6	—	—	—	—
Undertime,	137	46.4	39.4	60.6	—	—	—	—	—
Piece-workers.	547	50.2	22.5	39.9	36.7	0.9	—	—	—
<i>Males.</i>	18	50.1	22.2	16.7	33.3	27.8	—	—	—
Full time,	12	53.3	16.7	—	50.0	33.3	—	—	—
Overtime,	1	58.0	—	—	—	100.0	—	—	—
Undertime,	5	40.8	40.0	60.0	—	—	—	—	—
<i>Females.</i>	529	50.2	22.5	40.6	36.9	—	—	—	—
Full time,	201	53.8	3.0	—	97.0	—	—	—	—
Undertime,	328	48.0	34.5	65.5	—	—	—	—	—

¹ Not including five males and 530 females whose actual hours of labor were not reported.

TABLE 12. — *Average Hours Actually Worked and Percentage of Time-workers and Piece-workers Working Full Time, Overtime, and Undertime, Classified by Number of Hours in a Representative Week, and by Sex and Industries — Concluded.*

Other Paper Products.

CLASSIFICATION.	Total Number of Em- ployees	Average Hours Worked	PERCENTAGE OF EMPLOYEES WHOSE ACTUAL HOURS OF LABOR WERE —						
			48 and under	Over 48 and under 54	54	Over 54 and under 60	60	Over 60 but not over 72	Over 72
All Occupations.	1 3,739	51.7	17.3	36.8	22.5	11.7	3.7	6.5	1.5
<i>Males.</i>	<i>2,217</i>	<i>53.6</i>	<i>18.4</i>	<i>32.1</i>	<i>15.5</i>	<i>19.2</i>	<i>6.8</i>	<i>10.9</i>	<i>2.6</i>
Full time,	1,103	54.1	0.7	41.4	28.7	20.3	5.1	2.6	1.2
Overtime,	592	61.3	—	8.4	3.6	30.6	14.0	36.0	7.4
Undertime,	522	43.9	55.2	39.3	1.3	4.0	0.2	—	—
<i>Females.</i>	<i>1,522</i>	<i>49.0</i>	<i>23.1</i>	<i>43.6</i>	<i>32.6</i>	<i>0.7</i>	—	—	—
Full time,	759	52.8	0.8	34.3	64.9	—	—	—	—
Overtime,	26	54.3	—	42.3	15.4	42.3	—	—	—
Undertime,	737	44.8	46.8	53.2	—	—	—	—	—
Time-workers.	3,038	52.2	15.7	36.3	19.4	14.3	4.5	7.9	1.9
<i>Males.</i>	<i>2,111</i>	<i>53.7</i>	<i>13.0</i>	<i>31.6</i>	<i>14.8</i>	<i>20.0</i>	<i>6.5</i>	<i>11.4</i>	<i>2.7</i>
Full time,	1,068	54.1	0.7	42.7	26.7	21.0	5.0	2.7	1.2
Overtime,	577	61.5	—	6.8	3.6	30.9	14.4	36.7	7.6
Undertime,	466	43.4	57.1	36.7	1.5	4.5	0.2	—	—
<i>Females.</i>	<i>927</i>	<i>48.5</i>	<i>22.0</i>	<i>47.2</i>	<i>29.7</i>	<i>1.1</i>	—	—	—
Full time,	531	52.4	1.1	47.7	51.2	—	—	—	—
Overtime,	20	54.6	—	35.0	15.0	50.0	—	—	—
Undertime,	376	42.8	52.7	47.3	—	—	—	—	—
Piece-workers.	701	49.8	24.1	38.7	36.1	0.6	0.4	0.1	—
<i>Males.</i>	<i>106</i>	<i>50.7</i>	<i>20.8</i>	<i>43.4</i>	<i>29.2</i>	<i>2.8</i>	<i>2.8</i>	<i>1.0</i>	—
Full time,	35	54.4	—	2.8	88.6	—	8.6	—	—
Overtime,	15	53.7	—	73.3	—	20.0	—	6.7	—
Undertime,	56	47.6	39.3	60.7	—	—	—	—	—
<i>Females.</i>	<i>595</i>	<i>49.6</i>	<i>24.7</i>	<i>37.8</i>	<i>37.8</i>	<i>0.2</i>	—	—	—
Full time,	228	53.9	—	3.1	96.9	—	—	—	—
Overtime,	6	53.5	—	66.6	16.7	16.7	—	—	—
Undertime,	361	46.9	40.7	59.3	—	—	—	—	—

¹ Not including eight males whose actual hours of labor were not reported.

Paper Box Making. During the representative week for which data were obtained a large majority of the 1,703 *male employees* in paper box factories worked the stipulated full-time hours of the several mills. The average number of hours worked by this class of employees was 55.3, the largest percentage (45.6) working 54 hours a week. The extent of overtime work in the industry, as determined for the week under review, was not conspicuous and was confined almost entirely to time work. Pay-rolls showed that but 240 males, or 14.1 per cent of the total number in the industry for whom information was secured, worked overtime; the largest proportion of these overtime workers (44.2 per cent) worked in excess of 54 hours but less than 60, while the second largest group (34.6 per cent) worked over 60 but not over 72 hours. The average number of

working hours for male employees who worked overtime was 61.5, or seven hours more than the regular full-time average (54.5 hours).¹ Nearly one-half (44.5 per cent) of the male employees who worked undertime in the paper box mills worked over 48 but under 54 hours, while the average number of hours for this class of undertime workers considered as a whole was 46.4. The average amount of undertime per employee was found to be 8.8 hours less than the customary hours.¹

Slightly over one-half (50.8 per cent) of the 3,536 *female employees*, for whom information was obtained as to actual number of hours worked in the paper box factories, worked full time. Of this number 75.5 per cent worked 54 hours, the legal maximum of working hours for women and minors in the Commonwealth. Overtime work among the female workers considered in this study was but a small factor. Although, as already stated, this table would seem to reveal the fact that the working hours of women exceeded in some few cases the legal maximum, this apparent excessive working time may be attributed to the practice of crediting special work on the pay-rolls at the rate of double time, time and one-half, etc., whereas the total hours actually worked would not exceed the legal limits. Nearly one-half (48.1 per cent) of the total number of females worked undertime in the representative week; of these employees who worked undertime the proportion of piece-workers was very large. The average number of hours lost per employee, as computed for all the females who worked undertime, was 6.4.¹

Envelope Making. Practically all work done by male employees in the envelope industry was found to be on the time-work basis. Over one-half (54.8 per cent) of the 885 male employees in the industry worked full time in the week covered by this inquiry. By far the largest proportion (68.7 per cent) of these full-time workers worked 54 hours, a figure closely corresponding to the average number of hours worked (54.8) as computed for this class of workers as a whole. Overtime work was reported for 222 male employees, or 25.1 per cent of the total number. The largest proportion of this number (51.8 per cent) worked over 54 but under 60 hours; the next largest group (37.4 per cent) worked over 60 but not over 72 hours. The average amount of overtime work per employee was 6.8 hours over the average normal working time (54.5 hours) of these employees.¹ Male employees who worked undertime formed 20.1 per cent of the total number in the industry, the average undertime per employee amounting to 7.7 hours.¹ Over one-third (36.5 per cent) of these undertime workers worked 48 hours or less; 48.3 per cent worked over 48 but under 54 hours.

¹ See Table A on pages 61 to 63.

Considering the 1,112 female employees for whom records of the actual number of hours worked were available, we find that 647, or 58.2 per cent, worked full time in the representative week, as compared with 41.8 per cent who worked undertime. No overtime work was reported for female employees in the industry. Of the full-time workers 89.2 per cent worked 54 hours a week, the average number of hours actually worked by this class of employees being 53.4. Undertime work was more noticeable among the female piece-workers than among the time-workers. For the total number of females who worked undertime the average number of hours was 47.5, or 6.5 hours less than the customary working week.¹

Other Paper Products. Nearly one-half (49.8 per cent) of the male employees in this group of industries worked full time in the representative week. The average number of hours worked by these employees was 54.1, while the largest proportion (41.4 per cent) were employed over 48 but under 54 hours; 28.7 per cent, the second largest group, worked 54 hours. Overtime work among the male employees was found almost entirely among the time-workers. Pay-rolls showed that 592 males, or 26.7 per cent of the total number considered in this industry group, worked overtime. The largest proportion (36.0 per cent) worked over 60 but not over 72 hours, while 7.4 per cent worked over 72 hours. The average number of hours for all male employees working overtime was 61.3, or eight hours over the regular full-time average (53.3 hours).¹ Nearly one-fourth (23.5 per cent) of the male employees worked undertime, the average undertime per employee amounting to 9.5 hours during the week under review.¹ Over one-half (55.2 per cent) of these undertime workers worked 48 hours or less.

Of the 1,522 female employees considered in this industry group, nearly one-half, or 49.9 per cent, worked full time, the largest proportion (64.9 per cent) working 54 hours a week. The average number of customary working hours as computed for all the females who worked full time was 52.8. Approximately one-half (48.4 per cent) of the female employees worked undertime in the representative week, the amount of undertime averaging 7.7 hours.¹

There is some variation according to locality in the hours of labor maintained in the different factories. This point is brought out in the following summary table. The information is given principally by geographical divisions, but statistics are also shown for a few cities which were considered as the more important manufacturing centers of the special industries studied, the measure of importance being the number and size of establishments.

¹ See Table A on pages 61 to 63.

TABLE 13. — *Average Customary Working Time and Average Hours Actually Worked in a Representative Week, Classified by Industries and Localities.*

Paper Box Making.				
LOCALITY.	MALES		FEMALES	
	Average Customary Working Hours	Average Hours Actually Worked	Average Customary Working Hours	Average Hours Actually Worked
All Occupations.	55.1	54.6	53.3	50.4
Boston and vicinity,	56.7	54.7	53.0	50.0
Brockton and vicinity,	54.0	53.7	54.0	51.6
Haverhill,	55.9	55.3	54.0	52.5
Lynn,	54.7	54.3	53.0	51.0
Other municipalities in Eastern Massachusetts,	54.0	54.7	52.9	49.8
Worcester County,	55.7	55.8	53.9	51.0
Western Massachusetts,	54.4	53.6		50.1
Envelope Making.				
All Occupations.	54.7	54.8	53.8	51.0
Springfield,	54.8	54.1	54.0	52.1
Worcester,	54.8	54.3	53.9	51.3
Other municipalities,	54.6	55.9	53.3	50.1
Other Paper Products.				
All Occupations.	53.8	53.6	52.7	49.0
Boston and vicinity,	52.5	50.4	51.4	49.1
Holyoke,	54.2	54.0	54.0	51.0
Springfield,	56.1	54.0	54.0	51.4
Eastern Massachusetts (not including Boston and vicinity),	52.8	53.2	51.9	48.6
Worcester County,	56.1	57.4	54.0	48.1
Berkshire County,	55.0	56.4	54.0	47.2

According to the above table it appears that in nearly all localities the average number of hours actually worked per employee (male and female) in each of the three groups of industries during the representative week was slightly less than the average number of regular full-time working hours.

It will be observed that the maximum average customary number of hours of labor for males (56.7) was found to be in the group of paper box factories located in Boston and vicinity. The average number of hours *actually* worked, however, during the week under review, by the male employees of these establishments, was 54.7, or two hours less than the normal working time.

The average customary number of hours worked by female employees varied from 51.4 in Boston and vicinity, for those engaged in the manufacture of paper goods grouped under the caption "Other Paper Products", to an average of 54, the legal maximum which prevailed in several localities represented in each branch of the paper products industries covered by this report.

V.

THE MANUFACTURE OF PAPER PRODUCTS.

1. PAPER BOX MAKING.

The manufacture of paper boxes has become an important and growing industry. For the most part the work is done by women and girls, but the heavier work, such as machine work, the handling of large sheets of box board, and the shipping, is done by men, while boys serve as errand boys and operate simple machines.¹ Supervisory and accounting clerks and mechanics and their helpers are also required in large numbers, while the transportation of supplies and of the finished product furnishes employment to many drivers and chauffeurs. Many establishments own their own transportation equipment, but in some cases this work is done under contract. In some of the large establishments extensive plants are maintained for supplying heat, light, and power, necessitating the employment of engineers and firemen, but in the smaller factories gas or electricity as power is purchased directly, thereby rendering unnecessary the maintenance of a distinct power plant — an important item in the cost of production of the large establishments.

The development of the business has been accompanied by inevitable changes in methods, the manufacture having been transformed from a hand to a machine industry. In the earlier days a box maker was a trained worker, handling few tools and capable of performing every operation required in making a box. To some extent hand work still lingers in the trade, and, although it now constitutes a comparatively small part of the process of paper box making, it can hardly be dispensed with entirely, because very little machine work is done in the making of the best grades of boxes, such, for instance, as are now used as containers for the highest priced candies and for expensive jewelry. Boxes of irregular shape or of unusual character are also made by hand. The tremendous increase in the use of paper boxes, creating a demand for cheaper goods and for more rapid production, has led to the very general introduction of machinery. This increased demand is of comparatively recent growth. Innumerable articles which formerly were wrapped in paper or put into paper bags are now boxed before they are put on sale. Shoes, hats, clothing of nearly every kind, candy, crackers, and biscuits, phonograph records, electric-light bulbs, breakfast food, toilet articles, cigarettes, and a bewildering variety of other goods are now packed in paper boxes, often as soon as manufactured. In fact, the box has become such an important part of the finished product that in many cases a box-making

¹ See Bulletin issued by the Girls Trade Education League.

department has been installed in establishments engaged in making articles for the retail trade, this method having been found more satisfactory than having the boxes made at a regular factory.

In order to keep pace with the growing demand, machinery has been devised and improved until now, in a highly organized factory, the workers are principally engaged in tending machines, the operation of which demands manual dexterity, but no great amount of skill or muscular strength. Accordingly, there has resulted a quite general employment of women and juveniles. Of late years the restrictions provided in the child labor law in this Commonwealth have resulted in the employment of older children than were formerly employed in the box-making industry. One employer reported that it had been his custom to employ children without much regard to age during the summer vacation period, but now, because of the necessity of procuring employment certificates, etc., he no longer employs any minors under 16 years of age. The young people are first employed as strikers and helpers and from these occupations are transferred to the better-paying positions as fast as they show aptitude for the work.

Those employees known as "bench workers" or "table workers" constitute the most skilled workers in this industry, as they are employed in making the expensive boxes of an unusual character which are made mostly by hand. It is in this occupation, as a rule, that one finds the worker, often an elderly woman, who has had the training and possesses the artistic as well as the mechanical ability to perform the work required on special kinds of boxes. Practically all bench workers in this line are well paid. There is constant demand for novelties in the shape of hand-made boxes. The bench worker, therefore, enjoys a freedom from that monotonous work which attends the constant operation of machines producing the standard products.

The working conditions in paper box factories are not altogether unpleasant. The almost continuous handling of paste or glue in some of the operations, with the occasional smearing of hands and clothing, is in itself somewhat disagreeable, but in their efforts not to spoil the goods on which they are working the operators become extremely skilful in handling these adhesives, and usually their clothing is protected by large aprons. The odor of glue and paste, which is so disagreeable to those unaccustomed to it, exists in many factories, but is minimized in a great measure by proper ventilation and by care in the heating of the glue.

Two conditions in the industry which affect the general health and welfare of the employees are the use of dangerous machinery and the fact that many of the machine operators are obliged to stand while

working. The "stayer" is probably the most dangerous of the machines on which women work, no practical device having yet been perfected by which accidents on this machine may be prevented. In some establishments steel finger protectors, similar in appearance to a thimble but covering more of the finger, are in use by operators of staying machines. These protectors do not entirely prevent accidents, but do tend to lessen their ill effects. The older workers object somewhat to wearing the protectors because they tend to diminish the speed of operation and so reduce earnings. The corner cutters, too, generally operated by men, are another source of accidents, but these machines can be, and in many places now are, protected by safety guards. In operating one machine, the operator (usually a woman or girl) is obliged to balance herself on one foot while using the other to trip a lever, and to continue this work for the entire day.

More than five years ago the inspectors of the United States Department of Labor, after investigating the conditions of woman and child labor in the box-making industry in this State, reported that it was then possible to equip the dangerous machinery with practical safety devices; nevertheless, many machines now in use are not so equipped. The expense of installing the devices and the fear of a reduced production by machines equipped with them has been largely responsible for the delay on the part of the employers in making these improvements, and the employee, also, is naturally averse to using any device which would tend to reduce earnings. There is, however, some indication that conditions are improving in this respect, one manufacturer of box-making machinery having recently reported that for some months all of the new machines leaving his factory had been equipped with modern safety devices. The laws of this State, as well as of many other States, require that seats be provided for women engaged in certain occupations, and the general adoption of a law of this nature will, in time, bring about the construction of seats on all machines which are now operated while the worker stands.

Nearly all of the male employees in paper box factories are paid on a weekly basis, but many of the female employees (more than 50 per cent) are paid on a piece-rate basis. In some establishments the operators on certain machines engage their own helpers and make their own bargain with them as to compensation, but this is by no means a general practice.

The work is somewhat seasonal, the rush periods depending upon the kinds of goods manufactured. Generally there is a busy season, varying from a few weeks to two or three months before Christmas, and a shorter rush period just before Easter. The period following the Christmas rush

and the summer months are usually dull periods. In those factories where the principal articles manufactured are staple, such as shoe or cigarette boxes, the work is practically non-seasonal, but where novelties or fancy boxes are made there are apt to be well-defined rush and slack seasons. In order to hold their working forces together during the dull seasons the larger establishments find it to their advantage to make up work during the dull months and to store the finished goods until wanted by the consumer.

Although the various processes of box making are very much the same in all establishments, the work devolving upon the different employees differs according to the size of the establishment and the style of box made. In the smaller factories one employee may be engaged on several processes while in the larger establishments a single process may be performed by two or more workers. Likewise the names of the various occupations differ in the several establishments, consequently there are more occupation names than distinct occupations.

The two standard types of paper boxes are what are known as the "stiff" box, such as those in which candy is packed, and the "collapsible" or folding box, such as are used for ice cream and crackers. Some establishments specialize in one or the other type, but seldom is the manufacture confined to a single type. The folding box is not only cheaper than the stiff box but is decidedly less bulky, and in some cases requires no further operation than the simple creasing or shaping by machine. These boxes are shipped from the factory in large bundles in "knocked-down" condition and are opened and shaped as needed. Some folding boxes have one glued edge which is fastened by machine and these, like the unglued boxes, are shipped "flat", in quantities.

The stiff box involves more processes in manufacture than the collapsible box and it varies greatly in style. The cost varies according to the materials used, the difficulty in manufacture, and the durability, size, etc., of the boxes. Thus an expensive candy box is much more difficult to manufacture than an ordinary shoe box, the former being more artistic than durable, while of the latter the reverse is true. Some boxes are made entirely by hand, others by machinery; some are made almost entirely out of one piece of material, while others are made from separate pieces. Those boxes which are designed for only temporary use or as containers for boxes of better quality are not covered or trimmed, while those which are for more permanent use are often covered with white or colored paper, and in some cases are finished in an expensive and artistic manner.

The stock used in the manufacture of paper boxes is newsboard, made

from old newspapers; strawboard, made from straw; wood-pulp board, made from wood; and chipboard, made from the shavings and chips gathered in the paper-box factories and worked over into stock at the mills. These various kinds of boards are commonly termed "box board." Such stock is shipped in large sheets, or in the case of thin material, in large rolls, directly from the producing mills or from dealers. It may be purchased already "lined", that is, with one side covered with white or colored paper, or it may be lined at the factory. This lined surface forms the inside of the box and serves as a finish.

2. ENVELOPE MAKING.

Following the introduction of cheap postage in Great Britain and in the United States, about 1840, the use of envelopes for the purpose of enclosing personal correspondence became quite general. Prior to 1844 comparatively few envelopes were used and those were all made by hand, the blank forms being cut, folded and gummed without the use of any machinery whatever. In 1844 a patent was granted in England for an envelope-making machine, and about five years later the machine was patented in the United States. Since that time the machinery has been so perfected that the making of envelopes has become almost wholly a mechanical operation, thereby greatly reducing the cost of manufacture. The demand for a great variety of envelopes has led to the use of many grades and colors of paper in their manufacture.

The largest envelope factories in Massachusetts are located in Springfield and Worcester, the latter city being the acknowledged center of the industry in the United States. In manufacturing envelopes the forms or blanks are cut directly from the paper, generally a ream at a time, by a steel die driven by steam pressure. These blanks are fed automatically to the envelope machine where they are folded, the margins being gummed, the proper edges being pressed together, and the gum, known as the seal, on the loose or upper flap being dried. These operations are rapidly performed while the envelopes pass through the machine and, when thus completed, the envelopes pass on an endless belt to the front of the machine and are deposited in packages of twenty-five envelopes each. The operator then bands each package with a narrow strip of paper, and packs it in a box ready for shipment. From five to six thousand envelopes an hour can be made on each of these machines. When the envelopes are of unusual size or character, it is necessary to make them by hand, in which case the envelopes, after being blanked in the usual way, are folded and the flaps are gummed and sealed at the bench. For the purpose of

enclosing second class mail matter, which is subject to examination or for office filing purposes, certain envelopes are made with the upper flap ungummed. Such envelopes are usually equipped with clasps of metal or with extension cords, which prevent the contents from falling out yet admit of ready examination.

Frequently envelopes are addressed or printed during the process of manufacture, consequently the printing department is often an important department in an envelope factory. All printing is usually done on the blank before it is folded, and for this purpose very rapid automatic presses are generally used.

As nearly all of the operations in the manufacture of envelopes are performed by automatic machines, the majority of the employees in an envelope factory are women and girls. Men operate the cutting machines on which the shapes or blanks are cut, adjust the delicate mechanism of the envelope machines, set them for the various sized blanks, and keep them in proper running order, but women do all the bench work on hand-made envelopes, tend the machines on which the envelopes are folded and sealed, and perform many of the operations in the printing department.

No great skill is required of a machine operator, and the work in an envelope factory is generally clean and free from danger. The female employees are not required to do heavy lifting, are not subject to severe eye strain as in some industries, and are not required to handle any dirty material other than gum or mucilage. Women known as "clasp attachers" or "claspers", who operate the machines by which are attached the different devices for fastening the unsealed envelopes, are required to use some care in operating their machines so as to avoid accidents to their hands and fingers, but, otherwise, no dangerous machinery is operated by women in the manufacture of envelopes.

VI.

DETAILED TABLES.

TABLE A. — Customary and Actual Working Time, with Reference to Full Time, Overtime, and Undertime.

TABLE B. — Customary and Actual Working Time, with Reference to Time and Piece-work.

TABLE C. — Earnings and Working Time, with Reference to Full Time, Overtime, and Undertime.

TABLE D. — Earnings and Working Time, with Reference to Time and Piece-work.

TABLE E. — Actual Weekly Earnings: By Occupations.

TABLE F. — Actual Hourly Earnings: By Occupations.

TABLE G. — Customary and Actual Weekly Working Time: By Occupations.

TABLE A. — CUSTOMARY AND ACTUAL WORKING TIME, WITH REFERENCE TO FULL TIME, OVERTIME, AND UNDERTIME.

Paper Box Making.

CLASSIFICATION.	REGARDLESS OF TIME WORKED			FULL TIME		OVERTIME			UNDERTIME		
	Number of Employees	Average Customary Working Hours	Average Hours Actually Worked	Number of Employees	Average Hours	Number of Employees	Average Customary Working Hours	Average Hours Actually Worked	Number of Employees	Average Customary Working Hours	Average Hours Actually Worked
All Occupations.	1 5,924	53.9	51.8	2,969	54.2	278	54.0	60.6	1,992	53.6	46.8
<i>Males.</i>	1,733	55.1	54.6	1,173	55.3	240	54.5	61.5	290	55.2	46.4
Time-workers, .	1,568	55.2	54.8	1,130	55.3	227	54.6	61.8	209	55.3	44.9
Piece-workers, .	165	54.8	52.3	43	55.2	13	52.2	56.2	81	55.0	50.2
<i>Females.</i>	4,191	53.3	50.4	1,796	53.6	38	50.9	55.2	1,702	53.3	46.9
Time-workers, .	1,197	53.3	50.8	879	53.4	33	50.8	55.3	283	53.5	42.2
Piece-workers, .	2,994	53.4	50.2	917	53.7	5	51.6	54.6	1,419	53.2	47.9
Productive Occupations.	2 4,972	53.7	51.3	2,355	54.0	154	54.0	60.4	1,810	53.5	47.0
<i>Males.</i>	1,000	55.1	54.4	681	55.2	124	54.7	61.6	177	55.3	46.1
Time-workers, .	886	55.2	54.5	638	55.2	118	54.8	61.9	130	55.4	44.6
Piece-workers, .	114	54.8	52.8	43	55.2	6	52.3	56.3	47	54.9	50.2
<i>Females.</i>	3,972	53.4	50.4	1,674	53.6	30	51.2	55.7	1,633	53.3	47.1
Time-workers, .	1,073	53.4	50.9	793	53.4	26	51.2	56.0	252	53.5	42.4
Piece-workers, .	2,899	53.4	50.2	881	53.7	4	51.3	53.8	1,381	53.3	48.0
General Occupations, Producing Departments.	3 818	54.2	53.2	495	54.5	111	53.6	60.5	180	54.1	45.3
<i>Males.</i>	599	54.7	54.4	373	54.8	103	53.9	61.0	111	55.1	47.1
Time-workers, .	548	54.7	54.7	373	54.8	96	54.0	61.4	77	55.0	45.6
Piece-workers, .	51	54.9	51.3	—	—	7	52.1	56.0	34	55.2	50.3
<i>Females.</i>	219	53.0	49.6	122	53.5	8	49.9	53.6	69	52.5	42.3
Time-workers, .	124	53.1	50.1	86	53.4	7	49.4	53.0	31	53.3	40.3
Piece-workers, .	95	52.8	48.9	36	53.8	1	53.0	58.0	38	51.9	43.9
Power, Mechanical, and Yard Force.	4 134	57.1	57.3	119	57.1	13	57.0	63.7	2	60.0	32.0
Time-workers, .	134	57.1	57.3	119	57.1	13	57.0	63.7	2	60.0	32.0

Envelope Making.

All Occupations.	5 2,532	54.1	52.7	1,132	54.0	222	54.5	61.3	643	54.1	47.3
<i>Males.</i>	890	54.7	54.8	485	54.8	222	54.5	61.3	178	54.5	46.8
Time-workers, .	867	54.7	54.9	473	54.9	221	54.5	61.3	173	54.6	47.0
Piece-workers, .	23	53.1	50.1	12	53.3	1	55.0	58.0	5	51.6	40.8
<i>Females.</i>	1,642	53.8	51.0	647	53.4	—	—	—	465	54.0	47.5
Time-workers, .	583	53.4	51.6	446	53.2	—	—	—	137	54.0	46.4
Piece-workers, .	1,059	54.0	50.2	201	53.8	—	—	—	328	54.0	48.0

¹ Including 30 males and 655 females for whom actual hours worked were not reported.

² Including 18 males and 635 females for whom actual hours worked were not reported.

³ Including 12 males and 20 females for whom actual hours worked were not reported.

⁴ All males.

⁵ Including five males and 530 females for whom actual hours worked were not reported.

TABLE A. — CUSTOMARY AND ACTUAL WORKING TIME, WITH REFERENCE TO FULL TIME, OVERTIME, AND UNDERTIME — CONTINUED.

Envelope Making — Concluded.

CLASSIFICATION.	REGARDLESS OF TIME WORKED			FULL TIME		OVERTIME			UNDERTIME		
	Number of Em- ployees	Average Cus- tomary Working Hours	Average Hours Actually Worked	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Cus- tomary Working Hours	Average Hours Actually Worked	Number of Em- ployees	Average Cus- tomary Working Hours	Average Hours Actually Worked
Productive Occupations.	1,650	53.8	51.6	716	53.6	49	54.3	58.8	432	54.1	47.7
<i>Males.</i>	800	54.2	54.1	203	54.0	49	54.3	58.8	46	54.7	49.4
Time-workers, .	289	54.2	54.1	196	54.0	48	54.3	58.8	45	54.7	49.4
Piece-workers, .	11	54.5	54.3	7	54.4	1	55.0	58.0	1	55.0	50.0
<i>Females.</i>	1,350	53.8	50.8	513	53.4	-	-	-	386	54.0	47.4
Time-workers, .	434	53.3	51.6	344	53.2	-	-	-	90	53.9	45.7
Piece-workers, .	916	54.0	50.1	169	53.8	-	-	-	296	54.0	48.0
General Occupations, Producing Departments.	2,702	54.1	53.7	317	53.9	136	54.6	62.2	167	54.2	46.3
<i>Males.</i>	410	54.3	54.8	183	54.1	136	54.6	62.2	88	54.4	44.7
Time-workers, .	398	54.4	55.0	178	54.2	136	54.6	62.2	84	54.6	45.0
Piece-workers, .	12	51.9	45.9	5	51.6	-	-	-	4	50.8	38.8
<i>Females.</i>	292	53.8	51.5	134	53.6	-	-	-	79	54.0	48.0
Time-workers, .	149	53.7	51.7	102	53.5	-	-	-	47	54.0	47.8
Piece-workers, .	143	54.0	51.2	32	54.0	-	-	-	32	54.0	48.3
Power, Mechanical, and Yard Force.	3,180	56.4	56.2	99	57.8	37	54.6	61.3	44	54.6	48.2
Time-workers, .	180	56.4	56.2	99	57.8	37	54.6	61.3	44	54.6	48.2

Other Paper Products.

All Occupations.	4,374¹	53.3	51.7	1,862	53.6	618	53.3	61.0	1,259	52.9	44.4
<i>Males.</i>	2,225	53.8	53.6	1,103	54.1	592	53.3	61.3	522	53.4	43.9
Time-workers, .	2,111	53.8	53.7	1,068	54.1	577	53.4	61.5	466	53.6	43.4
Piece-workers, .	114	53.2	50.7	35	54.4	15	51.0	53.7	56	52.1	47.6
<i>Females.</i>	1,522	52.7	49.0	759	52.8	26	51.7	54.3	737	52.5	44.8
Time-workers, .	927	52.4	48.5	531	52.4	20	51.9	54.6	376	52.6	42.8
Piece-workers, .	595	53.0	49.6	228	53.9	6	51.0	53.5	361	52.5	46.9
Productive Occupations.	2,646²	53.5	51.2	1,314	53.8	323	54.3	61.3	1,005	52.9	44.5
<i>Males.</i>	1,318	54.4	53.4	654	54.6	302	54.4	61.7	358	53.9	44.2
Time-workers, .	1,234	54.5	53.6	629	54.6	291	54.6	62.0	314	54.1	43.7
Piece-workers, .	84	53.3	50.9	25	54.7	11	51.0	54.3	44	52.4	47.8
<i>Females.</i>	1,328	52.7	49.0	660	52.9	21	51.9	54.8	647	52.4	44.7
Time-workers, .	796	52.4	48.5	452	52.5	15	52.2	55.2	329	52.4	42.8
Piece-workers, .	532	53.0	49.7	208	53.9	6	51.0	53.5	318	52.4	46.8

¹ Including two males and 451 females for whom actual hours worked were not reported.² Including three males and 79 females for whom actual hours worked were not reported.³ All males.⁴ Including eight male piece-workers for whom actual hours worked were not reported.⁵ Including four males for whom actual hours worked were not reported.

TABLE A. — CUSTOMARY AND ACTUAL WORKING TIME, WITH REFERENCE TO FULL TIME, OVERTIME, AND UNDERTIME — CONCLUDED.

Other Paper Products — Concluded.

CLASSIFICATION.	REGARDLESS OF TIME WORKED			FULL TIME		OVERTIME			UNDERTIME		
	Number of Em- ployees	Average Cus- tomary Work- ing Hours	Average Hours Actu- ally Worked	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Cus- tomary Work- ing Hours	Average Hours Actu- ally Worked	Number of Em- ployees	Average Cus- tomary Work- ing Hours	Average Hours Actu- ally Worked
General Occu- pations, Pro- ducing De- partments.	¹ 926	52.3	51.9	460	52.3	225	51.6	59.6	237	52.8	43.8
<i>Males.</i>	732	52.2	52.7	361	52.3	220	51.6	59.7	147	52.4	42.8
Time-workers, .	702	52.1	52.7	351	52.3	216	51.6	59.8	135	52.5	42.5
Piece-workers, .	30	53.0	50.3	10	53.7	4	51.0	52.3	12	51.3	46.8
<i>Females.</i>	194	52.7	49.0	99	52.2	5	51.0	52.6	90	53.4	45.4
Time-workers, .	131	52.4	48.8	79	51.9	5	51.0	52.6	47	53.3	43.0
Piece-workers, .	63	53.4	49.6	20	53.1	—	—	—	43	53.6	48.0
Power, Mechan- ical, and Yard Force.	² 175	55.6	59.0	88	57.4	70	54.1	64.1	17	52.5	46.2
Time-workers, .	175	55.6	59.0	88	57.4	70	54.1	64.1	17	52.5	46.2

¹ Including four males for whom actual hours worked were not reported.² All males.

TABLE B. — CUSTOMARY AND ACTUAL WORKING TIME, WITH REFERENCE TO TIME AND PIECE-WORK.

Paper Box Making.

CLASSIFICATION.	— Cus- tomary (C) or Actual (A)	Total Num- ber of Em- ployees	Aver- age Weekly Hours	PERCENTAGE OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE —						
				48 and under	Over 48 and under 54	54	Over 54 and under 60	60	Over 60 but not over 72	Over 72
All Occupations.	C	5,924	53.9	0.7	23.2	63.1	12.5	0.3	0.1	0.1
	A	5,239	51.8	15.2	32.7	36.9	12.5	0.6	1.7	0.4
<i>Males.</i>	<i>C</i>	<i>1,733</i>	<i>55.1</i>	<i>1.3</i>	<i>11.1</i>	<i>43.5</i>	<i>42.7</i>	<i>1.0</i>	<i>0.2</i>	<i>0.2</i>
	<i>A</i>	<i>1,703</i>	<i>54.6</i>	<i>6.4</i>	<i>14.5</i>	<i>32.9</i>	<i>38.1</i>	<i>1.8</i>	<i>5.1</i>	<i>1.2</i>
Time-workers, . . .	<i>C</i>	<i>1,568</i>	<i>55.2</i>	<i>1.5</i>	<i>10.1</i>	<i>43.8</i>	<i>43.1</i>	<i>1.1</i>	<i>0.2</i>	<i>0.2</i>
	<i>A</i>	<i>1,566</i>	<i>54.8</i>	<i>6.1</i>	<i>12.2</i>	<i>33.7</i>	<i>39.5</i>	<i>1.9</i>	<i>5.3</i>	<i>1.3</i>
Piece-workers, . . .	<i>C</i>	<i>165</i>	<i>54.8</i>	—	<i>20.6</i>	<i>40.6</i>	<i>38.8</i>	—	—	—
	<i>A</i>	<i>137</i>	<i>52.3</i>	<i>10.2</i>	<i>40.9</i>	<i>23.3</i>	<i>21.9</i>	<i>1.5</i>	<i>2.2</i>	—
<i>Females.</i>	<i>C</i>	<i>4,191</i>	<i>53.3</i>	<i>0.5</i>	<i>28.2</i>	<i>71.3</i>	—	—	—	—
	<i>A</i>	<i>3,636</i>	<i>50.4</i>	<i>19.5</i>	<i>41.4</i>	<i>38.9</i>	<i>0.1</i>	<i>1</i>	<i>0.1</i>	—
Time-workers, . . .	<i>C</i>	<i>1,197</i>	<i>53.3</i>	<i>0.2</i>	<i>31.0</i>	<i>68.8</i>	—	—	—	—
	<i>A</i>	<i>1,195</i>	<i>50.8</i>	<i>13.8</i>	<i>33.2</i>	<i>52.3</i>	<i>0.2</i>	<i>0.1</i>	<i>0.4</i>	—
Piece-workers, . . .	<i>C</i>	<i>2,994</i>	<i>53.4</i>	<i>0.5</i>	<i>27.2</i>	<i>72.3</i>	—	—	—	—
	<i>A</i>	<i>2,341</i>	<i>50.2</i>	<i>22.4</i>	<i>45.5</i>	<i>32.0</i>	<i>0.1</i>	—	—	—
Productive Occupa- tions.	C	4,972	53.7	0.6	24.3	66.5	8.5	0.1	—	—
	A	4,319	51.3	16.6	35.9	37.4	8.5	0.3	1.1	0.2
<i>Males.</i>	<i>C</i>	<i>1,000</i>	<i>55.1</i>	<i>0.2</i>	<i>9.2</i>	<i>46.8</i>	<i>43.5</i>	<i>0.3</i>	—	—
	<i>A</i>	<i>982</i>	<i>54.4</i>	<i>7.0</i>	<i>14.0</i>	<i>35.1</i>	<i>37.2</i>	<i>1.2</i>	<i>4.6</i>	<i>0.9</i>
Time-workers, . . .	<i>C</i>	<i>886</i>	<i>55.2</i>	<i>0.2</i>	<i>8.7</i>	<i>45.9</i>	<i>44.8</i>	<i>0.4</i>	—	—
	<i>A</i>	<i>886</i>	<i>54.5</i>	<i>6.5</i>	<i>12.0</i>	<i>35.7</i>	<i>38.7</i>	<i>1.1</i>	<i>5.0</i>	<i>1.0</i>
Piece-workers, . . .	<i>C</i>	<i>114</i>	<i>54.8</i>	—	<i>13.2</i>	<i>53.5</i>	<i>33.3</i>	—	—	—
	<i>A</i>	<i>96</i>	<i>52.8</i>	<i>11.5</i>	<i>32.3</i>	<i>30.2</i>	<i>22.9</i>	<i>2.1</i>	<i>1.0</i>	—
<i>Females.</i>	<i>C</i>	<i>3,972</i>	<i>53.4</i>	<i>0.4</i>	<i>28.2</i>	<i>71.4</i>	—	—	—	—
	<i>A</i>	<i>3,337</i>	<i>50.4</i>	<i>19.4</i>	<i>42.3</i>	<i>38.0</i>	<i>0.1</i>	<i>2</i>	<i>0.2</i>	—
Time-workers, . . .	<i>C</i>	<i>1,073</i>	<i>53.4</i>	<i>0.3</i>	<i>31.4</i>	<i>68.3</i>	—	—	—	—
	<i>A</i>	<i>1,071</i>	<i>50.9</i>	<i>13.4</i>	<i>34.1</i>	<i>51.7</i>	<i>0.2</i>	<i>0.1</i>	<i>0.5</i>	—
Piece-workers, . . .	<i>C</i>	<i>2,899</i>	<i>53.4</i>	<i>0.5</i>	<i>26.9</i>	<i>72.6</i>	—	—	—	—
	<i>A</i>	<i>2,266</i>	<i>50.2</i>	<i>22.2</i>	<i>46.2</i>	<i>31.6</i>	<i>1</i>	—	—	—
General Occupations, Producing Depart- ments.	C	818	54.2	2.8	19.9	47.2	29.7	0.4	—	—
	A	786	53.2	10.4	20.0	35.2	28.0	1.1	4.3	1.0
<i>Males.</i>	<i>C</i>	<i>599</i>	<i>54.7</i>	<i>3.5</i>	<i>16.2</i>	<i>39.2</i>	<i>40.6</i>	<i>0.5</i>	—	—
	<i>A</i>	<i>587</i>	<i>54.4</i>	<i>6.6</i>	<i>18.1</i>	<i>29.3</i>	<i>37.3</i>	<i>1.5</i>	<i>5.8</i>	<i>1.4</i>
Time-workers, . . .	<i>C</i>	<i>548</i>	<i>54.7</i>	<i>3.8</i>	<i>14.2</i>	<i>41.8</i>	<i>39.6</i>	<i>0.6</i>	—	—
	<i>A</i>	<i>546</i>	<i>54.7</i>	<i>6.6</i>	<i>14.8</i>	<i>31.0</i>	<i>38.6</i>	<i>1.6</i>	<i>5.9</i>	<i>1.5</i>
Piece-workers, . . .	<i>C</i>	<i>51</i>	<i>54.9</i>	—	<i>37.2</i>	<i>11.8</i>	<i>51.0</i>	—	—	—
	<i>A</i>	<i>41</i>	<i>51.3</i>	<i>7.3</i>	<i>61.0</i>	<i>7.3</i>	<i>19.5</i>	—	<i>4.9</i>	—
<i>Females.</i>	<i>C</i>	<i>219</i>	<i>53.0</i>	<i>0.9</i>	<i>30.1</i>	<i>69.0</i>	—	—	—	—
	<i>A</i>	<i>199</i>	<i>49.6</i>	<i>21.1</i>	<i>25.6</i>	<i>53.8</i>	<i>0.5</i>	—	—	—
Time-workers, . . .	<i>C</i>	<i>124</i>	<i>53.1</i>	—	<i>27.4</i>	<i>72.6</i>	—	—	—	—
	<i>A</i>	<i>124</i>	<i>50.1</i>	<i>16.9</i>	<i>25.8</i>	<i>57.3</i>	—	—	—	—
Piece-workers, . . .	<i>C</i>	<i>95</i>	<i>52.8</i>	<i>2.1</i>	<i>33.7</i>	<i>64.2</i>	—	—	—	—
	<i>A</i>	<i>75</i>	<i>48.9</i>	<i>23.1</i>	<i>25.3</i>	<i>45.3</i>	<i>1.3</i>	—	—	—
Power, Mechanical, and Yard Force.⁴	C	134	57.1	—	2.2	38.1	46.3	8.2	3.0	2.2
	A	134	57.3	0.7	3.0	32.1	48.5	7.5	5.2	3.0
Time-workers, . . .	<i>C</i>	<i>134</i>	<i>57.1</i>	—	<i>2.2</i>	<i>38.1</i>	<i>46.3</i>	<i>8.2</i>	<i>3.0</i>	<i>2.2</i>
	<i>A</i>	<i>134</i>	<i>57.3</i>	<i>0.7</i>	<i>3.0</i>	<i>32.1</i>	<i>48.5</i>	<i>7.5</i>	<i>5.2</i>	<i>3.0</i>

¹ 0.03 per cent.² 0.02 per cent.³ 0.04 per cent.⁴ All males.

TABLE B. — CUSTOMARY AND ACTUAL WORKING TIME, WITH REFERENCE TO TIME AND PIECE-WORK — CONTINUED.

Envelope Making.

CLASSIFICATION.	Cus- tomary (C) or Actual (A)	Total Num- ber of Em- ployees	Aver- age Weekly Hours	PERCENTAGE OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE —						
				48 and under	Over 48 and under 54	54	Over 54 and under 60	60	Over 60 but not over 72	Over 72
All Occupations.	C	2,532	54.1	3.0	1.3	84.6	9.7	0.7	0.3	0.4
	A	1,997	52.7	15.3	20.7	46.3	11.1	0.9	4.5	1.2
<i>Males.</i>	<i>C</i>	<i>890</i>	<i>54.7</i>	<i>2.4</i>	<i>1.6</i>	<i>64.4</i>	<i>27.6</i>	<i>1.9</i>	<i>1.0</i>	<i>1.1</i>
	<i>A</i>	<i>885</i>	<i>54.8</i>	<i>9.6</i>	<i>11.3</i>	<i>39.2</i>	<i>25.0</i>	<i>2.1</i>	<i>10.2</i>	<i>2.7</i>
Time-workers, . . .	<i>C</i>	<i>867</i>	<i>54.7</i>	<i>2.0</i>	<i>1.6</i>	<i>64.6</i>	<i>27.7</i>	<i>2.0</i>	<i>1.0</i>	<i>1.1</i>
	<i>A</i>	<i>867</i>	<i>54.9</i>	<i>9.2</i>	<i>11.2</i>	<i>39.3</i>	<i>24.9</i>	<i>2.2</i>	<i>10.4</i>	<i>2.8</i>
Piece-workers, . . .	<i>C</i>	<i>23</i>	<i>53.1</i>	<i>17.4</i>	—	<i>56.5</i>	<i>26.1</i>	—	—	—
	<i>A</i>	<i>18</i>	<i>50.1</i>	<i>22.2</i>	<i>16.7</i>	<i>33.3</i>	<i>27.8</i>	—	—	—
<i>Females.</i>	<i>C</i>	<i>1,642</i>	<i>53.8</i>	<i>3.3</i>	<i>1.1</i>	<i>95.6</i>	—	—	—	—
	<i>A</i>	<i>1,112</i>	<i>51.0</i>	<i>19.9</i>	<i>28.2</i>	<i>61.9</i>	—	—	—	—
Time-workers, . . .	<i>C</i>	<i>583</i>	<i>53.4</i>	<i>8.2</i>	<i>3.3</i>	<i>88.5</i>	—	—	—	—
	<i>A</i>	<i>583</i>	<i>51.6</i>	<i>17.5</i>	<i>17.0</i>	<i>65.5</i>	—	—	—	—
Piece-workers, . . .	<i>C</i>	<i>1,059</i>	<i>54.0</i>	<i>0.6</i>	—	<i>99.4</i>	—	—	—	—
	<i>A</i>	<i>529</i>	<i>50.2</i>	<i>22.5</i>	<i>40.6</i>	<i>36.9</i>	—	—	—	—
Productive Occupa- tions.	C	1,650	53.8	3.2	1.4	90.5	4.7	0.2	—	—
	A	1,197	51.6	16.9	24.3	50.1	7.6	0.3	0.7	0.1
<i>Males.</i>	<i>C</i>	<i>300</i>	<i>54.2</i>	<i>2.0</i>	<i>1.3</i>	<i>69.4</i>	<i>26.0</i>	<i>1.3</i>	—	—
	<i>A</i>	<i>298</i>	<i>54.1</i>	<i>5.7</i>	<i>9.4</i>	<i>60.0</i>	<i>30.6</i>	<i>1.4</i>	<i>2.7</i>	<i>0.3</i>
Time-workers, . . .	<i>C</i>	<i>289</i>	<i>54.2</i>	<i>2.1</i>	<i>1.4</i>	<i>69.9</i>	<i>25.2</i>	<i>1.4</i>	—	—
	<i>A</i>	<i>289</i>	<i>54.1</i>	<i>5.9</i>	<i>9.3</i>	<i>50.2</i>	<i>30.1</i>	<i>1.4</i>	<i>2.8</i>	<i>0.3</i>
Piece-workers, . . .	<i>C</i>	<i>11</i>	<i>54.5</i>	—	—	<i>54.5</i>	<i>45.5</i>	—	—	—
	<i>A</i>	<i>9</i>	<i>54.3</i>	—	<i>11.2</i>	<i>44.4</i>	<i>44.4</i>	—	—	—
<i>Females.</i>	<i>C</i>	<i>1,350</i>	<i>53.8</i>	<i>3.4</i>	<i>1.4</i>	<i>95.2</i>	—	—	—	—
	<i>A</i>	<i>899</i>	<i>50.8</i>	<i>20.6</i>	<i>29.2</i>	<i>60.2</i>	—	—	—	—
Time-workers, . . .	<i>C</i>	<i>434</i>	<i>53.3</i>	<i>9.2</i>	<i>4.4</i>	<i>86.4</i>	—	—	—	—
	<i>A</i>	<i>434</i>	<i>51.6</i>	<i>18.2</i>	<i>15.4</i>	<i>66.4</i>	—	—	—	—
Piece-workers, . . .	<i>C</i>	<i>916</i>	<i>54.0</i>	<i>0.7</i>	—	<i>99.3</i>	—	—	—	—
	<i>A</i>	<i>465</i>	<i>50.1</i>	<i>22.8</i>	<i>42.2</i>	<i>35.0</i>	—	—	—	—
General Occupations, Producing Depart- ments.	C	702	54.1	3.2	1.4	75.9	18.1	0.7	0.4	0.3
	A	620	53.7	13.9	15.8	41.9	14.5	1.1	10.7	2.1
<i>Males.</i>	<i>C</i>	<i>410</i>	<i>54.8</i>	<i>3.4</i>	<i>2.4</i>	<i>60.7</i>	<i>31.0</i>	<i>1.2</i>	<i>0.7</i>	<i>0.6</i>
	<i>A</i>	<i>407</i>	<i>54.8</i>	<i>12.3</i>	<i>11.6</i>	<i>32.9</i>	<i>22.1</i>	<i>1.7</i>	<i>16.2</i>	<i>3.2</i>
Time-workers, . . .	<i>C</i>	<i>398</i>	<i>54.4</i>	<i>2.5</i>	<i>2.5</i>	<i>60.8</i>	<i>31.7</i>	<i>1.2</i>	<i>0.8</i>	<i>0.5</i>
	<i>A</i>	<i>398</i>	<i>55.0</i>	<i>11.5</i>	<i>11.3</i>	<i>33.2</i>	<i>22.4</i>	<i>1.7</i>	<i>16.6</i>	<i>3.3</i>
Piece-workers, . . .	<i>C</i>	<i>12</i>	<i>51.9</i>	<i>33.3</i>	—	<i>58.4</i>	<i>8.3</i>	—	—	—
	<i>A</i>	<i>9</i>	<i>45.9</i>	<i>44.5</i>	<i>22.2</i>	<i>22.2</i>	<i>11.1</i>	—	—	—
<i>Females.</i>	<i>C</i>	<i>292</i>	<i>53.8</i>	<i>2.7</i>	—	<i>97.3</i>	—	—	—	—
	<i>A</i>	<i>213</i>	<i>51.6</i>	<i>16.9</i>	<i>23.9</i>	<i>69.2</i>	—	—	—	—
Time-workers, . . .	<i>C</i>	<i>149</i>	<i>53.7</i>	<i>5.4</i>	—	<i>94.6</i>	—	—	—	—
	<i>A</i>	<i>149</i>	<i>51.7</i>	<i>15.4</i>	<i>21.5</i>	<i>63.1</i>	—	—	—	—
Piece-workers, . . .	<i>C</i>	<i>143</i>	<i>54.0</i>	—	—	<i>100.0</i>	—	—	—	—
	<i>A</i>	<i>64</i>	<i>51.2</i>	<i>20.3</i>	<i>29.7</i>	<i>50.0</i>	—	—	—	—
Power, Mechanical, and Yard Force.¹	C	180	56.4	0.6	—	64.5	22.8	4.4	3.3	4.4
	A	180	56.2	9.4	13.9	35.6	22.2	4.4	8.9	5.6
Time-workers, . . .	<i>C</i>	<i>180</i>	<i>56.4</i>	<i>0.6</i>	—	<i>64.5</i>	<i>22.8</i>	<i>4.4</i>	<i>3.3</i>	<i>4.4</i>
	<i>A</i>	<i>180</i>	<i>56.2</i>	<i>9.4</i>	<i>13.9</i>	<i>35.6</i>	<i>22.2</i>	<i>4.4</i>	<i>8.9</i>	<i>5.6</i>

¹ All males.

TABLE B. — CUSTOMARY AND ACTUAL WORKING TIME, WITH REFERENCE TO TIME AND PIECE-WORK — CONCLUDED.

Other Paper Products.

CLASSIFICATION.	Cus- tomary (C) or Actual (A)	Total Num- ber of Em- ployees	Aver- age Weekly Hours	PERCENTAGE OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE —						
				48 and under	Over 48 and under 54	54	Over 54 and under 60	60	Over 60 but not over 72	Over 72
All Occupations.	C	3,747	53.3	1.7	43.9	38.3	10.1	4.2	1.5	0.3
	A	3,739	51.7	17.3	36.8	22.5	11.7	3.7	6.5	1.5
<i>Males.</i>	<i>C</i>	<i>2,225</i>	<i>53.8</i>	<i>2.6</i>	<i>45.4</i>	<i>24.9</i>	<i>16.9</i>	<i>7.0</i>	<i>2.6</i>	<i>0.6</i>
	<i>A</i>	<i>2,217</i>	<i>53.6</i>	<i>13.4</i>	<i>32.1</i>	<i>15.6</i>	<i>19.2</i>	<i>6.3</i>	<i>10.9</i>	<i>2.6</i>
Time-workers, . . .	C	2,111	53.8	2.7	45.3	24.1	17.7	6.9	2.7	0.6
	A	2,111	53.7	13.0	31.6	14.8	20.0	6.5	11.4	2.7
Piece-workers, . . .	C	114	53.2	—	47.4	40.4	2.6	9.6	—	—
	A	106	50.7	20.8	43.4	29.2	2.8	2.8	1.0	—
<i>Females.</i>	<i>C</i>	<i>1,522</i>	<i>52.7</i>	<i>0.5</i>	<i>41.5</i>	<i>58.0</i>	—	—	—	—
	<i>A</i>	<i>1,522</i>	<i>49.0</i>	<i>23.1</i>	<i>43.6</i>	<i>32.6</i>	<i>0.7</i>	—	—	—
Time-workers, . . .	C	927	52.4	0.9	47.9	51.2	—	—	—	—
	A	927	48.5	22.0	47.2	29.7	1.1	—	—	—
Piece-workers, . . .	C	595	53.0	—	31.6	68.4	—	—	—	—
	A	595	49.6	24.7	37.8	37.3	0.2	—	—	—
Productive Occupa- tions.	C	2,646	53.5	0.9	39.3	42.0	11.0	4.8	1.9	0.1
	A	2,642	51.2	18.7	35.4	25.1	11.2	3.6	4.9	1.1
<i>Males.</i>	<i>C</i>	<i>1,318</i>	<i>54.4</i>	<i>1.5</i>	<i>36.0</i>	<i>26.8</i>	<i>22.1</i>	<i>9.6</i>	<i>3.9</i>	<i>0.1</i>
	<i>A</i>	<i>1,314</i>	<i>53.4</i>	<i>14.1</i>	<i>28.4</i>	<i>16.6</i>	<i>21.7</i>	<i>7.1</i>	<i>10.0</i>	<i>2.1</i>
Time-workers, . . .	C	1,234	54.5	1.6	35.3	25.8	23.4	9.7	4.1	0.1
	A	1,234	53.6	13.6	27.5	15.9	22.9	7.4	10.4	2.3
Piece-workers, . . .	C	84	53.3	—	45.2	41.7	3.6	9.5	—	—
	A	80	50.9	21.2	42.5	27.5	3.8	3.8	1.2	—
<i>Females.</i>	<i>C</i>	<i>1,328</i>	<i>52.7</i>	<i>0.3</i>	<i>42.7</i>	<i>57.0</i>	—	—	—	—
	<i>A</i>	<i>1,328</i>	<i>49.0</i>	<i>23.3</i>	<i>42.4</i>	<i>33.6</i>	<i>0.7</i>	—	—	—
Time-workers, . . .	C	796	52.4	0.5	48.9	50.6	—	—	—	—
	A	796	48.5	22.7	46.0	30.2	1.1	—	—	—
Piece-workers, . . .	C	532	53.0	—	33.5	66.5	—	—	—	—
	A	532	49.7	24.1	37.0	38.7	0.2	—	—	—
General Occupations, Producing Depart- ments.	C	926	52.3	4.3	55.9	31.0	6.7	2.1	—	—
	A	922	51.9	15.2	42.6	16.9	12.4	3.7	8.5	0.7
<i>Males.</i>	<i>C</i>	<i>732</i>	<i>52.2</i>	<i>4.9</i>	<i>61.9</i>	<i>22.1</i>	<i>8.5</i>	<i>2.6</i>	—	—
	<i>A</i>	<i>728</i>	<i>52.7</i>	<i>13.5</i>	<i>40.2</i>	<i>14.4</i>	<i>15.5</i>	<i>4.7</i>	<i>10.7</i>	<i>1.0</i>
Time-workers, . . .	C	702	52.1	5.1	62.3	21.5	8.8	2.3	—	—
	A	702	52.7	13.3	40.0	13.7	16.1	4.8	11.1	1.0
Piece-workers, . . .	C	30	53.0	—	53.3	36.7	—	10.0	—	—
	A	26	50.3	19.2	46.2	34.6	—	—	—	—
<i>Females.</i>	<i>C</i>	<i>194</i>	<i>52.7</i>	<i>2.1</i>	<i>33.5</i>	<i>64.4</i>	—	—	—	—
	<i>A</i>	<i>194</i>	<i>49.0</i>	<i>21.7</i>	<i>51.5</i>	<i>26.3</i>	<i>0.5</i>	—	—	—
Time-workers, . . .	C	131	52.4	3.0	42.0	55.0	—	—	—	—
	A	131	48.8	17.5	55.0	26.7	0.8	—	—	—
Piece-workers, . . .	C	63	53.4	—	15.9	84.1	—	—	—	—
	A	63	49.6	30.2	44.4	25.4	—	—	—	—
Power, Mechanical, and Yard Force.¹	C	175	55.6	0.6	48.0	22.3	13.1	5.7	3.4	6.9
	A	175	59.0	7.4	26.3	12.0	15.4	6.9	19.4	12.6
Time-workers, . . .	C	175	55.6	0.6	48.0	22.3	13.1	5.7	3.4	6.9
	A	175	59.0	7.4	26.3	12.0	15.4	6.9	19.4	12.6

¹ All males.

TABLE C.—EARNINGS AND WORKING TIME, WITH REFERENCE TO FULL TIME, OVERTIME, AND UNDERTIME.

Paper Box Making.

CLASSIFIED WEEKLY EARNINGS.	TOTALS		FULL TIME		OVERTIME		UNDERTIME	
	Number of Employees	Average Hours	Number of Employees	Average Hours	Number of Employees	Average Hours	Number of Employees	Average Hours
All Occupations.	15,239	51.8	2,969	54.2	278	60.6	1,992	46.8
<i>Males.</i>	<i>1,703</i>	<i>54.6</i>	<i>1,173</i>	<i>55.8</i>	<i>240</i>	<i>61.5</i>	<i>290</i>	<i>46.4</i>
Under \$3,	21	20.7	—	—	—	—	21	20.7
\$3 to \$3.99,	15	33.3	3	46.0	—	—	12	30.2
\$4 to \$4.99,	41	49.6	24	53.6	1	53.0	16	43.3
\$5 to \$5.99,	35	49.5	25	54.4	—	—	10	37.5
\$6 to \$6.99,	58	50.3	38	53.9	1	56.0	19	42.9
\$7 to \$7.99,	60	52.1	32	54.4	5	59.8	23	47.1
\$8 to \$8.99,	74	55.1	47	55.3	12	59.4	15	51.3
\$9 to \$9.99,	155	55.2	107	55.4	22	60.8	26	49.5
\$10 to \$10.99,	167	55.4	118	55.6	22	59.5	27	50.7
\$11 to \$11.99,	102	55.2	59	54.7	19	60.2	24	52.3
\$12 to \$12.99,	249	55.6	202	55.6	19	61.8	28	51.3
\$13 to \$13.99,	151	55.3	114	55.4	19	57.6	18	52.1
\$14 to \$14.99,	91	57.7	56	56.3	21	65.0	14	51.9
\$15 to \$15.99,	142	55.9	109	55.4	21	60.6	12	51.5
\$16 to \$16.99,	79	56.7	55	55.7	14	64.1	10	52.1
\$17 to \$17.99,	48	57.1	37	55.2	11	63.7	—	—
\$18 to \$18.99,	84	56.0	65	55.0	14	62.1	5	52.2
\$19 to \$19.99,	18	57.3	9	52.9	7	64.6	2	51.5
\$20 to \$24.99,	82	56.9	52	55.2	23	62.9	7	49.6
\$25 to \$29.99,	21	57.8	14	55.1	6	65.3	1	49.0
\$30 and over,	10	56.5	7	55.9	3	58.0	—	—
<i>Females.</i>	<i>8,536</i>	<i>50.4</i>	<i>1,796</i>	<i>53.6</i>	<i>38</i>	<i>55.2</i>	<i>1,702</i>	<i>46.9</i>
Under \$3,	65	25.8	1	54.0	—	—	64	25.4
\$3 to \$3.99,	168	45.4	50	53.3	3	57.3	115	41.6
\$4 to \$4.99,	388	50.1	234	53.5	9	56.2	145	44.4
\$5 to \$5.99,	459	50.2	237	53.6	—	—	222	46.5
\$6 to \$6.99,	435	50.6	213	53.6	5	55.2	217	47.5
\$7 to \$7.99,	455	50.5	196	53.5	2	58.5	257	48.1
\$8 to \$8.99,	455	51.4	238	53.5	11	53.4	206	48.9
\$9 to \$9.99,	374	52.2	226	53.6	1	52.0	147	50.0
\$10 to \$10.99,	233	52.1	137	53.6	3	53.3	93	49.9
\$11 to \$11.99,	164	52.2	98	53.8	—	—	66	49.8
\$12 to \$12.99,	101	52.7	63	53.4	2	61.5	36	50.6
\$13 to \$13.99,	50	51.9	30	53.6	—	—	20	49.6
\$14 to \$14.99,	29	52.6	20	53.9	1	52.0	8	49.6
\$15 to \$15.99,	26	52.6	18	53.6	—	—	8	50.5
\$16 to \$16.99,	15	51.4	6	54.0	—	—	9	49.7
\$17 and under \$20,	13	52.0	7	54.0	1	54.0	5	48.8
Earnings not stated,	106	52.1	22	54.0	—	—	84	51.6
Productive Occupations.	24,319	51.3	2,355	54.0	154	60.4	1,810	47.0
<i>Males.</i>	<i>982</i>	<i>54.4</i>	<i>681</i>	<i>55.2</i>	<i>124</i>	<i>61.6</i>	<i>177</i>	<i>46.1</i>
Under \$3,	17	22.6	—	—	—	—	17	22.6
\$3 to \$3.99,	12	36.1	3	46.0	—	—	9	32.8
\$4 to \$4.99,	29	51.6	17	53.7	1	53.0	11	48.2
\$5 to \$5.99,	30	50.7	23	54.4	—	—	7	38.4
\$6 to \$6.99,	45	51.5	32	54.2	1	56.0	12	43.8
\$7 to \$7.99,	44	52.5	24	54.8	5	59.8	15	46.6
\$8 to \$8.99,	51	54.8	38	55.2	4	58.3	9	51.4
\$9 to \$9.99,	106	55.4	72	55.7	13	62.2	21	50.4
\$10 to \$10.99,	106	55.5	74	55.7	13	61.2	19	50.8
\$11 to \$11.99,	60	56.0	30	54.9	18	60.2	12	52.6
\$12 to \$12.99,	128	55.7	103	55.3	11	62.9	14	52.8
\$13 to \$13.99,	66	55.4	51	55.5	7	58.4	8	51.9
\$14 to \$14.99,	41	57.8	24	56.0	11	64.8	6	52.3
\$15 to \$15.99,	69	56.1	50	55.3	12	62.3	7	51.4
\$16 to \$16.99,	31	55.8	25	55.8	3	59.3	3	52.3
\$17 to \$17.99,	28	57.6	22	55.3	6	66.2	—	—
\$18 to \$18.99,	46	54.9	37	54.7	6	58.3	3	50.3
\$19 to \$19.99,	6	54.8	3	52.7	2	61.5	1	48.0
\$20 to \$24.99,	48	56.4	36	55.3	9	63.6	3	49.3
\$25 to \$29.99,	11	56.4	10	54.9	1	71.0	—	—
\$30 and over,	8	56.1	7	55.9	1	58.0	—	—

¹ Not including 30 males and 655 females for whom actual hours of labor were not reported.² Not including 18 males and 635 females for whom actual hours of labor were not reported.

TABLE C. — EARNINGS AND WORKING TIME, WITH REFERENCE TO
FULL TIME, OVERTIME, AND UNDERTIME — CONTINUED.

Paper Box Making — Continued.

CLASSIFIED WEEKLY EARNINGS.	TOTALS		FULL TIME		OVERTIME		UNDERTIME	
	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Hours
Productive Occupa- tions — Con.								
<i>Females.</i>	8,337	50.4	1,674	53.6	30	55.7	1,633	47.1
Under \$3,	59	26.2	1	54.0	—	—	58	25.7
\$3 to \$3.99,	163	45.6	50	53.3	2	57.0	111	42.0
\$4 to \$4.99,	368	50.3	224	53.5	8	56.5	136	44.7
\$5 to \$5.99,	426	50.2	219	53.6	—	—	207	46.7
\$6 to \$6.99,	401	50.6	189	53.6	5	55.2	207	47.7
\$7 to \$7.99,	425	50.5	175	53.5	2	58.5	248	48.3
\$8 to \$8.99,	428	51.4	224	53.5	5	54.0	199	49.0
\$9 to \$9.99,	360	52.1	215	53.6	1	52.0	144	50.0
\$10 to \$10.99,	221	52.1	129	53.6	3	53.3	89	49.8
\$11 to \$11.99,	151	52.0	86	53.7	—	—	65	49.8
\$12 to \$12.99,	99	52.7	62	53.6	2	61.5	35	50.5
\$13 to \$13.99,	48	51.8	28	53.4	—	—	20	49.6
\$14 to \$14.99,	29	52.6	20	53.9	1	52.0	8	49.6
\$15 to \$15.99,	26	52.6	18	53.6	—	—	8	50.5
\$16 to \$16.99,	15	51.4	6	54.0	—	—	9	49.7
\$17 and under \$20,	12	51.8	6	54.0	1	54.0	5	48.8
Earnings not stated, . . .	106	52.1	22	54.0	—	—	84	51.6
General Occupations, Producing Depart- ments.	1,786	53.2	495	54.5	111	60.5	180	45.3
<i>Males.</i>	587	54.4	373	54.8	103	61.0	111	47.1
Under \$3,	4	12.3	—	—	—	—	4	12.3
\$3 to \$3.99,	3	22.3	—	—	—	—	3	22.3
\$4 to \$4.99,	11	47.5	7	53.4	—	—	4	37.0
\$5 to \$5.99,	5	42.8	2	54.0	—	—	3	35.3
\$6 to \$6.99,	13	46.4	6	52.2	—	—	7	41.4
\$7 to \$7.99,	16	50.7	8	53.4	—	—	8	48.0
\$8 to \$8.99,	22	55.9	8	55.4	8	60.0	6	51.0
\$9 to \$9.99,	43	54.3	30	54.4	8	59.1	5	45.8
\$10 to \$10.99,	51	55.0	34	55.4	9	57.1	8	50.6
\$11 to \$11.99,	39	53.9	26	54.5	1	61.0	12	51.9
\$12 to \$12.99,	82	54.8	63	55.2	6	60.8	13	49.9
\$13 to \$13.99,	69	54.8	47	54.8	12	57.2	10	52.3
\$14 to \$14.99,	40	55.9	24	55.2	8	62.4	8	51.5
\$15 to \$15.99,	53	55.3	41	55.1	7	59.1	5	51.6
\$16 to \$16.99,	40	57.3	23	55.4	10	65.4	7	52.0
\$17 to \$17.99,	19	56.4	14	54.8	5	60.8	—	—
\$18 to \$18.99,	31	57.3	22	54.6	7	66.3	2	55.0
\$19 to \$19.99,	10	56.0	6	53.0	3	62.3	1	55.0
\$20 to \$24.99,	27	57.7	10	53.9	13	63.0	4	49.8
\$25 to \$29.99,	7	58.0	2	52.5	4	63.0	1	49.0
\$30 and over,	2	58.0	—	—	2	58.0	—	—
<i>Females.</i>	199	49.6	122	53.5	8	53.6	69	42.3
Under \$3,	6	22.2	—	—	—	—	6	22.2
\$3 to \$3.99,	5	37.8	—	—	1	58.0	4	32.8
\$4 to \$4.99,	20	46.9	10	53.2	1	54.0	9	39.1
\$5 to \$5.99,	33	49.5	18	53.6	—	—	15	44.7
\$6 to \$6.99,	34	50.6	24	53.4	—	—	10	44.0
\$7 to \$7.99,	30	50.7	21	53.5	—	—	9	44.2
\$8 to \$8.99,	27	51.8	14	53.6	6	52.8	7	47.1
\$9 to \$9.99,	14	52.6	11	53.0	—	—	3	51.3
\$10 to \$10.99,	12	53.0	8	53.4	—	—	4	52.3
\$11 to \$11.99,	13	53.7	12	54.0	—	—	1	50.0
\$12 to \$12.99,	2	53.5	1	54.0	—	—	1	53.0
\$13 and under \$19,	3	54.0	3	54.0	—	—	—	—

¹ Not including 12 males and 20 females for whom actual hours of labor were not reported.

TABLE C. — EARNINGS AND WORKING TIME, WITH REFERENCE TO FULL TIME, OVERTIME, AND UNDERTIME — CONTINUED.

Paper Box Making — Concluded.

CLASSIFIED WEEKLY EARNINGS.	TOTALS		FULL TIME		OVERTIME		UNDERTIME	
	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Hours
Power, Mechanical, and Yard Force.	134	57.3	119	57.1	13	63.7	2	32.0
\$4 to \$4.99,	1	15.0	—	—	—	—	1	15.0
\$8 to \$8.99,	1	58.0	1	58.0	—	—	—	—
\$9 to \$9.99,	6	56.8	5	57.0	1	56.0	—	—
\$10 to \$10.99,	10	55.7	10	55.7	—	—	—	—
\$11 to \$11.99,	3	54.7	3	54.7	—	—	—	—
\$12 to \$12.99,	39	56.8	36	57.0	2	58.5	1	49.0
\$13 to \$13.99,	16	57.2	16	57.2	—	—	—	—
\$14 to \$14.99,	10	64.0	8	60.8	2	77.0	—	—
\$15 to \$15.99,	20	56.5	18	56.6	2	56.0	—	—
\$16 to \$16.99,	8	57.4	7	56.1	1	66.0	—	—
\$17 to \$17.99,	1	57.0	1	57.0	—	—	—	—
\$18 to \$18.99,	7	57.7	6	58.0	1	56.0	—	—
\$19 to \$19.99,	2	71.0	—	—	2	71.0	—	—
\$20 to \$24.99,	7	56.9	6	57.0	1	56.0	—	—
\$25 to \$29.99,	3	62.3	2	59.0	1	69.0	—	—

Envelope Making.

All Occupations.	1,997	52.7	1,132	54.0	222	61.3	643	47.3
<i>Males.</i>	885	54.8	485	54.8	222	61.3	178	46.8
Under \$3,	5	16.0	—	—	—	—	5	16.0
\$3 to \$3.99,	5	35.2	—	—	—	—	5	35.2
\$4 to \$4.99,	7	42.9	4	52.3	—	—	3	30.0
\$5 to \$5.99,	32	49.8	25	53.0	—	—	7	38.4
\$6 to \$6.99,	24	50.6	13	53.8	3	55.0	8	43.6
\$7 to \$7.99,	31	51.7	13	53.6	5	58.2	13	47.2
\$8 to \$8.99,	43	51.0	23	54.0	4	58.5	16	44.6
\$9 to \$9.99,	49	53.8	27	53.6	8	57.5	14	52.0
\$10 to \$10.99,	48	54.2	18	54.0	15	58.5	15	50.3
\$11 to \$11.99,	37	56.5	11	54.1	18	61.5	8	48.8
\$12 to \$12.99,	72	56.4	26	55.6	34	60.8	12	45.5
\$13 to \$13.99,	59	56.5	23	54.3	26	60.8	10	50.3
\$14 to \$14.99,	57	57.1	26	56.2	15	64.9	16	51.2
\$15 to \$15.99,	76	57.5	47	57.5	18	63.2	11	48.1
\$16 to \$16.99,	74	57.4	51	55.0	16	67.3	7	51.9
\$17 to \$17.99,	48	57.0	26	58.2	11	59.0	11	52.2
\$18 to \$18.99,	57	56.1	38	54.6	14	62.1	5	50.2
\$19 to \$19.99,	28	55.3	15	55.1	8	59.1	5	49.6
\$20 to \$24.99,	86	55.5	58	54.2	22	61.0	6	48.5
\$25 to \$29.99,	32	54.4	26	53.9	5	60.0	1	40.0
\$30 and over,	15	52.4	15	52.4	—	—	—	—
<i>Females.</i>	1,112	51.0	647	53.4	—	—	465	47.5
Under \$3,	14	25.7	1	54.0	—	—	13	23.5
\$3 to \$3.99,	21	42.5	2	54.0	—	—	19	41.3
\$4 to \$4.99,	78	48.3	45	52.1	—	—	33	43.2
\$5 to \$5.99,	169	51.4	118	53.3	—	—	51	47.1
\$6 to \$6.99,	186	51.1	103	53.5	—	—	83	48.1
\$7 to \$7.99,	186	51.7	111	53.6	—	—	75	48.8
\$8 to \$8.99,	216	52.3	135	53.6	—	—	81	49.9
\$9 to \$9.99,	121	52.4	63	53.4	—	—	58	51.3
\$10 to \$10.99,	58	51.7	31	53.3	—	—	27	49.8
\$11 to \$11.99,	25	50.8	13	54.0	—	—	12	47.3
\$12 to \$12.99,	23	51.3	14	53.4	—	—	9	48.1
\$13 and under \$19, . . .	15	51.5	11	54.0	—	—	4	44.5

¹ All males.² Not including five males and 530 females for whom actual hours of labor were not reported.

TABLE C.—EARNINGS AND WORKING TIME, WITH REFERENCE TO FULL TIME, OVERTIME, AND UNDERTIME — CONTINUED.

Envelope Making — Continued.

CLASSIFIED WEEKLY EARNINGS.	TOTALS		FULL TIME		OVERTIME		UNDERTIME	
	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Hours
Productive Occupa- tions.	1 1,197	51.6	716	53.6	49	58.8	432	47.7
<i>Males.</i>	<i>298</i>	<i>54.1</i>	<i>203</i>	<i>54.0</i>	<i>49</i>	<i>58.8</i>	<i>46</i>	<i>49.4</i>
\$3 to \$3.99,	1	24.0	—	—	—	—	1	24.0
\$4 to \$4.99,	—	—	—	—	—	—	—	—
\$5 to \$5.99,	10	52.7	9	52.6	—	—	1	54.0
\$6 to \$6.99,	2	52.0	1	54.0	—	—	1	50.0
\$7 to \$7.99,	5	48.0	2	54.0	—	—	3	44.0
\$8 to \$8.99,	11	51.5	9	54.2	—	—	2	39.0
\$9 to \$9.99,	14	53.6	7	53.4	3	56.3	4	51.8
\$10 to \$10.99,	19	54.1	11	54.0	2	56.5	6	53.5
\$11 to \$11.99,	9	55.1	4	54.0	3	58.7	2	52.0
\$12 to \$12.99,	23	52.7	11	54.4	6	57.5	6	44.8
\$13 to \$13.99,	21	55.8	12	54.3	6	59.8	3	54.0
\$14 to \$14.99,	20	53.2	11	54.2	1	56.0	8	51.4
\$15 to \$15.99,	24	55.7	20	54.2	4	63.0	—	—
\$16 to \$16.99,	20	54.2	16	53.7	3	58.3	1	50.0
\$17 to \$17.99,	18	55.5	9	54.2	6	58.0	3	54.0
\$18 to \$18.99,	18	54.2	14	54.0	2	59.5	2	50.0
\$19 to \$19.99,	12	54.8	8	54.4	3	58.7	1	47.0
\$20 to \$24.99,	46	54.9	36	54.3	8	59.0	2	51.0
\$25 to \$29.99,	19	54.4	17	53.9	2	58.5	—	—
\$30 and over,	6	54.2	6	54.2	—	—	—	—
<i>Females.</i>	<i>899</i>	<i>50.8</i>	<i>513</i>	<i>53.4</i>	<i>—</i>	<i>—</i>	<i>386</i>	<i>47.4</i>
Under \$3,	13	25.8	1	54.0	—	—	12	23.4
\$3 to \$3.99,	17	43.1	2	54.0	—	—	15	41.6
\$4 to \$4.99,	66	48.3	39	52.0	—	—	27	43.0
\$5 to \$5.99,	131	51.2	92	53.1	—	—	39	46.8
\$6 to \$6.99,	148	51.1	82	53.6	—	—	66	47.9
\$7 to \$7.99,	152	51.7	87	53.6	—	—	65	49.1
\$8 to \$8.99,	177	52.3	112	53.6	—	—	65	50.0
\$9 to \$9.99,	95	52.1	44	53.1	—	—	51	51.1
\$10 to \$10.99,	46	51.5	24	53.7	—	—	22	49.2
\$11 to \$11.99,	18	49.6	7	54.0	—	—	11	46.8
\$12 to \$12.99,	22	51.2	13	53.4	—	—	9	48.1
\$13 and under \$19,	14	51.3	10	54.0	—	—	4	44.5
General Occupations, Producing Depart- ments.	2 620	53.7	317	53.9	136	62.2	167	46.3
<i>Males.</i>	<i>407</i>	<i>54.8</i>	<i>183</i>	<i>54.1</i>	<i>136</i>	<i>62.2</i>	<i>88</i>	<i>44.7</i>
Under \$3,	5	16.0	—	—	—	—	5	16.0
\$3 to \$3.99,	4	37.8	—	—	—	—	4	37.8
\$4 to \$4.99,	7	42.9	4	52.3	—	—	3	50.0
\$5 to \$5.99,	22	48.5	16	53.2	—	—	6	50.0
\$6 to \$6.99,	21	50.8	12	53.8	3	55.0	6	41.3
\$7 to \$7.99,	25	52.7	11	53.5	5	58.2	9	48.6
\$8 to \$8.99,	24	51.9	10	53.7	3	59.0	11	48.3
\$9 to \$9.99,	35	53.8	20	53.6	5	58.0	10	52.2
\$10 to \$10.99,	23	54.4	6	54.0	11	57.5	6	49.0
\$11 to \$11.99,	22	57.5	7	54.1	12	62.3	3	46.3
\$12 to \$12.99,	37	58.0	10	54.7	23	61.7	4	44.5
\$13 to \$13.99,	32	57.0	9	54.2	17	61.1	6	49.5
\$14 to \$14.99,	20	60.6	6	53.0	11	65.5	3	53.7
\$15 to \$15.99,	34	59.5	17	58.1	13	63.8	4	51.5
\$16 to \$16.99,	25	59.9	14	54.1	9	71.1	2	50.0
\$17 to \$17.99,	8	55.4	5	54.0	2	60.0	1	53.0
\$18 to \$18.99,	17	58.2	11	54.4	6	65.3	—	—
\$19 to \$19.99,	5	57.4	—	—	4	59.8	1	49.0
\$20 to \$24.99,	25	56.1	12	54.4	10	61.4	3	45.3
\$25 to \$29.99,	9	54.6	6	53.8	2	63.5	1	40.0
\$30 and over,	7	50.4	7	50.4	—	—	—	—

¹ Not including two males and 451 females for whom actual hours of labor were not reported.² Not including three males and 79 females for whom actual hours of labor were not reported.

TABLE C. — EARNINGS AND WORKING TIME, WITH REFERENCE TO FULL TIME, OVERTIME, AND UNDERTIME — CONTINUED.

Envelope Making—Concluded.

CLASSIFIED WEEKLY EARNINGS.	TOTALS		FULL TIME		OVERTIME		UNDERTIME	
	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Hours
General Occupations, Producing Depart- ments—Con.								
<i>Females.</i>	<i>213</i>	<i>51.5</i>	<i>134</i>	<i>53.6</i>	—	—	<i>79</i>	<i>48.0</i>
Under \$3,	1	25.0	—	—	—	—	1	25.0
\$3 to \$3.99,	4	40.0	—	—	—	—	4	40.0
\$4 to \$4.99,	12	48.7	6	52.8	—	—	6	44.3
\$5 to \$5.99,	38	52.0	26	53.7	—	—	12	48.1
\$6 to \$6.99,	38	51.2	21	53.4	—	—	17	48.6
\$7 to \$7.99,	34	51.6	24	53.7	—	—	10	46.7
\$8 to \$8.99,	39	52.0	23	53.7	—	—	16	49.6
\$9 to \$9.99,	26	53.6	19	54.0	—	—	7	52.4
\$10 to \$10.99,	12	52.2	7	52.1	—	—	5	52.2
\$11 to \$11.99,	7	53.7	6	54.0	—	—	1	52.0
\$12 to \$12.99,	1	54.0	1	54.0	—	—	—	—
\$13 to \$13.99,	1	54.0	1	54.0	—	—	—	—
Power, Mechanical, and Yard Force.¹	180	56.2	99	57.8	37	61.3	44	48.2
\$6 to \$6.99,	1	45.0	—	—	—	—	1	45.0
\$7 to \$7.99,	1	44.0	—	—	—	—	1	44.0
\$8 to \$8.99,	8	47.4	4	54.3	1	57.0	3	35.0
\$9 to \$9.99,	—	—	—	—	—	—	—	—
\$10 to \$10.99,	6	54.0	1	54.0	2	65.5	3	46.3
\$11 to \$11.99,	6	55.0	—	—	3	61.0	3	49.0
\$12 to \$12.99,	12	58.6	5	60.2	5	60.6	2	49.5
\$13 to \$13.99,	6	56.0	2	55.0	3	60.7	1	44.0
\$14 to \$14.99,	17	57.6	9	60.9	3	62.0	5	49.4
\$15 to \$15.99,	18	56.1	10	63.2	1	55.0	7	46.1
\$16 to \$16.99,	29	57.4	21	56.6	4	65.5	4	53.3
\$17 to \$17.99,	22	58.9	12	63.0	3	60.3	7	51.1
\$18 to \$18.99,	22	55.9	13	55.5	6	59.7	3	50.3
\$19 to \$19.99,	11	54.7	7	55.9	1	58.0	3	51.0
\$20 to \$24.99,	15	56.4	10	53.6	4	64.0	1	53.0
\$25 to \$29.99,	4	54.3	3	54.0	1	55.0	—	—
\$30 and over,	2	54.0	2	54.0	—	—	—	—

Other Paper Products.

All Occupations.	2,739	51.7	1,862	53.6	618	61.0	1,259	44.4
<i>Males.</i>	<i>2,217</i>	<i>53.6</i>	<i>1,103</i>	<i>54.1</i>	<i>592</i>	<i>61.3</i>	<i>522</i>	<i>43.9</i>
Under \$3,	30	17.2	1	11.0	—	—	29	17.4
\$3 to \$3.99,	22	35.1	2	54.0	—	—	20	33.3
\$4 to \$4.99,	44	42.3	14	52.9	—	—	30	37.4
\$5 to \$5.99,	73	47.6	43	52.7	2	58.5	28	39.0
\$6 to \$6.99,	104	49.3	49	54.1	12	57.7	43	41.4
\$7 to \$7.99,	101	50.2	46	53.1	7	58.0	48	46.2
\$8 to \$8.99,	128	51.1	40	52.9	20	57.8	68	48.0
\$9 to \$9.99,	200	54.7	134	55.3	37	58.4	29	47.6
\$10 to \$10.99,	207	53.9	116	54.2	43	60.3	48	47.2
\$11 to \$11.99,	141	54.6	70	55.3	32	61.0	39	48.3
\$12 to \$12.99,	202	55.1	122	54.4	47	62.5	33	46.8
\$13 to \$13.99,	145	54.3	67	52.9	50	59.3	28	48.8
\$14 to \$14.99,	109	56.5	40	56.0	51	60.0	18	47.4
\$15 to \$15.99,	142	57.0	83	55.4	45	63.0	14	47.3
\$16 to \$16.99,	118	56.0	59	52.6	46	62.3	13	49.6
\$17 to \$17.99,	81	58.6	18	57.2	53	61.0	10	48.3
\$18 to \$18.99,	96	55.0	61	53.0	26	61.7	9	49.7
\$19 to \$19.99,	46	57.9	22	53.2	23	62.8	1	50.5
\$20 to \$24.99,	143	57.8	60	53.3	72	63.0	11	48.9
\$25 to \$29.99,	61	57.6	40	53.3	19	67.3	2	50.5
\$30 and over,	24	55.8	16	54.3	7	60.6	1	48.0

¹ All males.² Not including eight male employees for whom actual hours of labor were not reported.³ Sunday watchman, paid for but one day's work.

TABLE C. — EARNINGS AND WORKING TIME, WITH REFERENCE TO FULL TIME, OVERTIME, AND UNDERTIME — CONTINUED.

Other Paper Products — Continued.

CLASSIFIED WEEKLY EARNINGS.	TOTALS		FULL TIME		OVERTIME		UNDERTIME	
	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Hours
All Occupations — Con.								
<i>Females.</i>	1,522	49.0	759	52.8	26	54.3	737	44.8
Under \$3.	63	24.9	2	54.0	—	—	61	23.9
\$3 to \$3.99.	89	40.6	3	54.0	—	—	86	40.1
\$4 to \$4.99.	168	47.7	57	52.7	2	54.0	109	44.9
\$5 to \$5.99.	249	50.8	148	52.8	4	55.0	97	47.5
\$6 to \$6.99.	306	51.3	206	52.8	4	54.5	96	48.1
\$7 to \$7.99.	225	51.0	125	52.9	6	56.0	94	48.2
\$8 to \$8.99.	177	50.6	82	52.6	4	52.5	91	48.6
\$9 to \$9.99.	128	51.2	75	53.1	2	53.5	51	48.4
\$10 to \$10.99.	49	50.9	19	52.4	4	53.3	26	49.4
\$11 to \$11.99.	23	51.7	11	53.5	—	—	12	50.2
\$12 to \$12.99.	26	51.9	16	53.0	—	—	10	50.1
\$13 to \$13.99.	5	53.6	4	54.0	—	—	1	52.3
\$15 to \$15.99.	3	53.0	3	53.0	—	—	—	—
\$16 to \$16.99.	5	51.0	3	52.0	—	—	2	49.5
\$17 to \$17.99.	2	54.0	2	54.0	—	—	—	—
\$18 to \$18.99.	3	54.0	3	54.0	—	—	—	—
\$22 to \$22.99.	1	50.0	—	—	—	—	1	50.0
Productive Occupa- tions.	1,642	51.2	1,314	53.8	323	61.3	1,005	44.5
<i>Males.</i>	1,314	53.4	654	54.6	302	61.7	358	44.2
Under \$3.	21	18.4	—	—	—	—	21	18.4
\$3 to \$3.99.	15	37.9	2	54.0	—	—	13	35.5
\$4 to \$4.99.	28	41.6	7	54.0	—	—	21	37.5
\$5 to \$5.99.	52	46.3	26	53.0	2	58.5	24	38.1
\$6 to \$6.99.	76	50.6	37	54.5	12	57.7	27	42.0
\$7 to \$7.99.	74	50.5	33	53.5	6	58.5	35	46.4
\$8 to \$8.99.	93	51.1	23	53.0	16	57.6	54	48.3
\$9 to \$9.99.	143	55.0	96	55.9	22	58.9	25	48.0
\$10 to \$10.99.	131	54.3	76	55.2	21	62.0	34	47.7
\$11 to \$11.99.	98	55.0	54	55.6	18	61.8	26	49.0
\$12 to \$12.99.	113	54.9	66	54.5	25	62.4	22	47.5
\$13 to \$13.99.	88	54.4	39	53.6	28	60.1	21	48.3
\$14 to \$14.99.	48	55.5	19	52.5	21	60.7	8	48.9
\$15 to \$15.99.	75	56.6	54	55.2	15	64.5	6	50.2
\$16 to \$16.99.	52	57.6	23	52.4	23	64.5	6	51.3
\$17 to \$17.99.	30	59.2	8	58.8	18	61.7	4	49.3
\$18 to \$18.99.	37	56.9	22	54.2	11	63.1	4	54.0
\$19 to \$19.99.	22	59.2	9	53.9	12	63.8	1	50.5
\$20 to \$24.99.	64	59.0	22	54.8	38	62.5	4	48.3
\$25 to \$29.99.	39	57.9	26	54.0	11	68.3	2	51.0
\$30 and over.	15	55.9	12	54.8	3	60.0	—	—
<i>Females.</i>	1,328	49.0	660	52.9	21	54.8	647	44.7
Under \$3.	54	24.1	1	54.0	—	—	53	23.6
\$3 to \$3.99.	67	39.7	2	54.0	—	—	65	39.3
\$4 to \$4.99.	152	47.5	52	52.6	2	54.0	98	44.6
\$5 to \$5.99.	209	50.5	122	52.7	3	56.0	84	47.2
\$6 to \$6.99.	277	51.4	183	52.9	4	54.5	90	48.1
\$7 to \$7.99.	208	51.0	116	53.0	5	55.4	87	48.2
\$8 to \$8.99.	158	50.6	74	52.7	1	57.5	83	48.6
\$9 to \$9.99.	118	51.3	68	53.3	2	53.5	48	48.3
\$10 to \$10.99.	39	50.8	13	52.9	4	53.3	22	49.1
\$11 to \$11.99.	19	52.0	9	54.0	—	—	10	50.2
\$12 to \$12.99.	18	52.3	12	53.5	—	—	6	50.0
\$13 to \$13.99.	5	53.6	4	54.0	—	—	1	52.3
\$15 to \$15.99.	1	54.0	1	54.0	—	—	—	—
\$16 to \$16.99.	1	54.0	1	54.0	—	—	—	—
\$18 to \$18.99.	2	54.0	2	54.0	—	—	—	—

¹ Not including four male employees for whom actual hours of labor were not reported.

TABLE C. — EARNINGS AND WORKING TIME, WITH REFERENCE TO FULL TIME, OVERTIME, AND UNDERTIME — CONCLUDED.

Other Paper Products — Concluded.

CLASSIFIED WEEKLY EARNINGS.	TOTALS		FULL TIME		OVERTIME		UNDERTIME	
	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Hours	Number of Em- ployees	Average Hours
General Occupations, Producing Depart- ments.	1 922	51.9	460	52.3	225	59.6	237	43.8
<i>Males.</i>	<i>728</i>	<i>52.7</i>	<i>361</i>	<i>52.3</i>	<i>220</i>	<i>59.7</i>	<i>147</i>	<i>42.8</i>
Under \$3.	8	14.6	—	—	—	—	8	14.6
\$3 to \$3.99.	7	29.1	—	—	—	—	7	29.1
\$4 to \$4.99.	16	43.6	7	51.7	—	—	9	37.1
\$5 to \$5.99.	21	50.6	17	52.1	—	—	4	44.3
\$6 to \$6.99.	27	45.5	11	52.7	—	—	16	40.5
\$7 to \$7.99.	26	49.2	12	52.3	1	55.3	13	45.8
\$8 to \$8.99.	33	51.0	15	52.9	4	58.3	14	46.8
\$9 to \$9.99.	52	54.1	37	53.6	12	57.3	3	47.0
\$10 to \$10.99.	67	53.1	35	52.0	21	58.2	11	47.0
\$11 to \$11.99.	38	53.4	14	54.1	12	59.5	12	46.5
\$12 to \$12.99.	76	53.6	47	52.6	18	61.2	11	45.3
\$13 to \$13.99.	47	53.8	23	52.0	18	57.2	6	50.2
\$14 to \$14.99.	50	54.5	13	51.8	27	58.7	10	46.3
\$15 to \$15.99.	47	55.2	19	52.2	21	61.5	7	44.6
\$16 to \$16.99.	47	53.7	27	51.4	16	58.9	4	47.8
\$17 to \$17.99.	35	56.6	9	52.9	23	59.1	3	49.0
\$18 to \$18.99.	44	53.9	29	51.9	12	60.5	3	46.0
\$19 to \$19.99.	13	58.5	5	51.8	8	62.9	—	—
\$20 to \$24.99.	53	56.2	26	51.7	21	63.5	6	49.7
\$25 to \$29.99.	17	53.3	13	51.5	4	59.0	—	—
\$30 and over.	4	54.5	2	52.5	2	56.5	—	—
<i>Females.</i>	<i>194</i>	<i>49.0</i>	<i>99</i>	<i>52.2</i>	<i>5</i>	<i>52.6</i>	<i>90</i>	<i>45.4</i>
Under \$3.	9	29.4	1	54.0	—	—	8	26.4
\$3 to \$3.99.	22	43.1	1	54.0	—	—	21	42.6
\$4 to \$4.99.	16	49.7	5	54.0	—	—	11	47.7
\$5 to \$5.99.	40	52.0	26	53.3	1	52.2	13	49.4
\$6 to \$6.99.	29	50.8	23	51.5	—	—	6	48.2
\$7 to \$7.99.	17	50.3	9	51.4	1	59.0	7	47.4
\$8 to \$8.99.	19	50.2	8	51.8	3	50.7	8	48.5
\$9 to \$9.99.	10	50.5	7	50.7	—	—	3	50.0
\$10 to \$10.99.	10	51.2	6	51.2	—	—	4	51.5
\$11 to \$11.99.	4	50.5	2	51.0	—	—	2	50.0
\$12 to \$12.99.	8	50.9	4	51.5	—	—	4	50.3
\$15 to \$15.99.	2	52.5	2	52.5	—	—	—	—
\$16 to \$16.99.	4	50.3	2	51.0	—	—	2	49.5
\$17 to \$17.99.	2	54.0	2	54.0	—	—	—	—
\$18 to \$18.99.	1	54.0	1	54.0	—	—	—	—
\$22 to \$22.99.	1	50.0	—	—	—	—	1	50.0
Power, Mechanical, and Yard Force.²	175	59.0	88	57.4	70	64.1	17	46.2
Under \$3.	1	11.0	³ 1	11.0	—	—	—	—
\$6 to \$6.99.	1	51.0	1	51.0	—	—	—	—
\$7 to \$7.99.	1	51.0	1	51.0	—	—	—	—
\$8 to \$8.99.	2	52.5	2	52.5	—	—	—	—
\$9 to \$9.99.	5	54.6	1	54.0	3	59.7	1	40.0
\$10 to \$10.99.	9	52.8	5	56.2	1	69.0	3	41.7
\$11 to \$11.99.	5	56.8	2	54.0	2	63.0	1	49.0
\$12 to \$12.99.	13	65.3	9	63.4	4	69.3	—	—
\$13 to \$13.99.	10	55.7	5	51.2	4	62.8	1	50.0
\$14 to \$14.99.	11	70.4	8	71.9	3	66.3	—	—
\$15 to \$15.99.	20	62.6	10	62.6	9	64.0	1	49.0
\$16 to \$16.99.	19	57.4	9	56.3	7	62.6	3	48.7
\$17 to \$17.99.	16	61.8	1	84.0	12	63.7	3	46.3
\$18 to \$18.99.	15	53.9	10	53.3	3 ³	61.0	2	46.5
\$19 to \$19.99.	11	54.6	8	53.3	3	58.3	—	—
\$20 to \$24.99.	26	58.5	12	53.8	13	63.8	1	46.0
\$25 to \$29.99.	5	69.8	1	58.0	4	73.0	—	—
\$30 and over.	5	56.6	2	52.5	2	65.0	1	48.0

¹ Not including four male employees for whom actual hours of labor were not reported.² All males.³ Sunday watchman, paid for but one day's work.

TABLE D. — EARNINGS AND WORKING TIME, WITH REFERENCE TO TIME AND PIECE-WORK.

Paper Box Making.

CLASSIFIED WEEKLY EARNINGS.	ALL OCCUPATIONS		TIME-WORKERS		PIECE-WORKERS	
	Number of Employees	Average Hours	Number of Employees	Average Hours	Number of Employees	Average Hours
All Occupations.	1 5,239	51.8	2,761	53.1	2,478	50.3
<i>Males.</i>	<i>1,703</i>	<i>54.6</i>	<i>1,566</i>	<i>54.8</i>	<i>137</i>	<i>52.8</i>
Under \$3,	21	20.7	19	20.4	2	23.0
\$3 to \$3.99,	15	33.3	12	28.5	3	52.7
\$4 to \$4.99,	41	49.6	37	49.5	4	50.8
\$5 to \$5.99,	35	49.5	33	49.8	2	45.5
\$6 to \$6.99,	58	50.3	54	50.4	4	49.8
\$7 to \$7.99,	60	52.1	56	52.4	4	47.8
\$8 to \$8.99,	74	55.1	69	55.3	5	52.4
\$9 to \$9.99,	155	55.2	145	55.4	10	51.8
\$10 to \$10.99,	167	55.4	156	55.5	11	53.8
\$11 to \$11.99,	102	55.2	86	55.6	16	52.9
\$12 to \$12.99,	249	55.6	231	55.7	18	54.1
\$13 to \$13.99,	151	55.3	139	55.6	12	51.7
\$14 to \$14.99,	91	57.7	80	58.2	11	53.5
\$15 to \$15.99,	142	55.9	128	56.0	14	54.4
\$16 to \$16.99,	79	56.7	76	56.9	3	51.3
\$17 to \$17.99,	48	57.1	42	57.2	5	56.7
\$18 to \$18.99,	84	56.0	78	56.3	6	52.2
\$19 to \$19.99,	18	57.3	18	57.3	—	—
\$20 to \$24.99,	82	56.9	77	57.1	5	52.8
\$25 to \$29.99,	21	57.8	20	58.2	1	49.0
\$30 and over,	10	56.5	10	56.5	—	—
<i>Females.</i>	<i>3,536</i>	<i>50.4</i>	<i>1,195</i>	<i>50.8</i>	<i>2,341</i>	<i>50.2</i>
Under \$3,	65	25.8	46	20.8	19	38.0
\$3 to \$3.99,	168	45.4	97	46.2	71	44.3
\$4 to \$4.99,	388	50.1	245	52.1	143	46.7
\$5 to \$5.99,	459	50.2	201	52.5	258	48.4
\$6 to \$6.99,	435	50.6	128	52.5	307	49.8
\$7 to \$7.99,	455	50.5	105	52.1	350	50.0
\$8 to \$8.99,	455	51.4	105	52.2	350	51.2
\$9 to \$9.99,	374	52.2	123	53.1	251	51.7
\$10 to \$10.99,	233	52.1	60	53.0	173	51.8
\$11 to \$11.99,	164	52.2	28	53.4	136	51.9
\$12 to \$12.99,	101	52.7	33	53.8	68	52.1
\$13 to \$13.99,	50	51.9	4	51.3	46	51.9
\$14 to \$14.99,	29	52.6	4	53.5	25	52.5
\$15 to \$15.99,	26	52.6	10	53.6	16	52.0
\$16 to \$16.99,	15	51.4	3	54.0	12	50.8
\$17 and under \$20,	13	52.0	3	54.0	10	51.4
Earnings not stated,	106	52.1	—	—	106	52.1
Productive Occupations.	2 4,319	51.3	1,957	52.5	2,362	50.3
<i>Males.</i>	<i>982</i>	<i>54.4</i>	<i>886</i>	<i>54.5</i>	<i>96</i>	<i>52.8</i>
Under \$3,	17	22.6	16	22.2	1	30.0
\$3 to \$3.99,	12	36.1	9	30.6	3	52.7
\$4 to \$4.99,	29	51.6	25	51.7	4	50.8
\$5 to \$5.99,	30	50.7	28	51.0	2	45.5
\$6 to \$6.99,	45	51.5	41	51.6	4	49.8
\$7 to \$7.99,	44	52.5	40	53.0	4	47.8
\$8 to \$8.99,	51	54.8	47	55.1	4	51.3
\$9 to \$9.99,	106	55.4	96	55.8	10	51.8
\$10 to \$10.99,	106	55.5	99	55.6	7	54.0
\$11 to \$11.99,	60	56.0	52	56.3	8	54.5
\$12 to \$12.99,	128	55.7	118	55.7	10	56.0
\$13 to \$13.99,	66	55.4	57	55.8	9	53.0
\$14 to \$14.99,	41	57.8	35	58.4	6	54.5
\$15 to \$15.99,	69	56.1	58	56.4	11	54.7
\$16 to \$16.99,	31	55.8	29	56.0	2	52.5
\$17 to \$17.99,	28	57.6	24	58.1	4	54.8
\$18 to \$18.99,	46	54.9	42	55.3	4	50.8
\$19 to \$19.99,	6	54.8	6	54.8	—	—
\$20 to \$24.99,	48	56.4	45	56.5	3	55.3
\$25 to \$29.99,	11	56.4	11	56.4	—	—
\$30 and over,	8	56.1	8	56.1	—	—

¹ Not including 30 males (two time-workers and 28 piece-workers) and 655 females (two time-workers and 653 piece-workers) for whom actual hours of labor were not reported.

² Not including 18 male piece-workers and 635 females (two time-workers and 633 piece-workers) for whom actual hours of labor were not reported.

TABLE D. — EARNINGS AND WORKING TIME, WITH REFERENCE TO TIME AND PIECE-WORK — CONTINUED.

Paper Box Making — Continued.

CLASSIFIED WEEKLY EARNINGS.	ALL OCCUPATIONS		TIME-WORKERS		PIECE-WORKERS	
	Number of Employees	Average Hours	Number of Employees	Average Hours	Number of Employees	Average Hours
Productive Occupations — Con.						
<i>Females.</i>	3,537	50.4	1,071	50.9	2,266	50.2
Under \$3,	59	26.2	42	21.2	17	38.5
\$3 to \$3.99,	163	45.6	95	46.6	68	44.3
\$4 to \$4.99,	368	50.3	230	52.4	138	46.8
\$5 to \$5.99,	426	50.2	188	52.4	238	48.5
\$6 to \$6.99,	401	50.6	104	52.7	297	49.9
\$7 to \$7.99,	425	50.5	84	52.7	341	49.9
\$8 to \$8.99,	428	51.4	87	52.2	341	51.2
\$9 to \$9.99,	360	52.1	112	53.2	248	51.7
\$10 to \$10.99,	221	52.1	54	53.0	167	51.8
\$11 to \$11.99,	151	52.0	19	53.2	132	51.9
\$12 to \$12.99,	99	52.7	33	53.8	66	52.1
\$13 to \$13.99,	48	51.8	4	51.3	44	51.8
\$14 to \$14.99,	29	52.6	4	53.5	25	52.5
\$15 to \$15.99,	26	52.6	10	53.6	16	52.0
\$16 to \$16.99,	15	51.4	3	54.0	12	50.8
\$17 and under \$20,	12	51.8	2	54.0	10	51.4
Earnings not stated,	106	52.1	—	—	106	52.1
General Occupations, Producing Departments.	1,786	53.2	670	53.8	116	49.7
<i>Males.</i>	687	54.4	546	54.7	41	51.3
Under \$3,	4	12.3	3	11.0	1	16.0
\$3 to \$3.99,	3	22.3	3	22.3	—	—
\$4 to \$4.99,	11	47.5	11	47.5	—	—
\$5 to \$5.99,	5	42.8	5	42.8	—	—
\$6 to \$6.99,	13	46.4	13	46.4	—	—
\$7 to \$7.99,	16	50.7	16	50.7	—	—
\$8 to \$8.99,	22	55.9	21	55.8	1	57.0
\$9 to \$9.99,	43	54.3	43	54.3	—	—
\$10 to \$10.99,	51	55.0	47	55.1	4	53.5
\$11 to \$11.99,	39	53.9	31	54.5	8	51.4
\$12 to \$12.99,	82	54.8	74	55.1	8	51.6
\$13 to \$13.99,	69	54.8	66	55.2	3	47.7
\$14 to \$14.99,	40	55.9	35	56.4	5	52.4
\$15 to \$15.99,	53	55.3	50	55.4	3	53.3
\$16 to \$16.99,	40	57.3	39	57.5	1	49.0
\$17 to \$17.99,	19	56.4	17	55.9	2	60.5
\$18 to \$18.99,	31	57.3	29	57.4	2	55.0
\$19 to \$19.99,	10	56.0	10	56.0	—	—
\$20 to \$24.99,	27	57.7	25	58.4	2	49.0
\$25 to \$29.99,	7	58.0	6	59.5	1	49.0
\$30 and over,	2	58.0	2	58.0	—	—
<i>Females.</i>	199	49.6	124	50.1	75	48.9
Under \$3,	6	22.2	4	16.5	2	33.5
\$3 to \$3.99,	5	37.8	2	28.5	3	44.0
\$4 to \$4.99,	20	46.9	15	47.3	5	45.6
\$5 to \$5.99,	33	49.5	13	53.7	20	46.9
\$6 to \$6.99,	34	50.6	24	52.0	10	47.4
\$7 to \$7.99,	30	50.7	21	50.0	9	52.4
\$8 to \$8.99,	27	51.8	18	52.5	9	50.3
\$9 to \$9.99,	14	52.6	11	52.6	3	52.7
\$10 to \$10.99,	12	53.0	6	53.0	6	53.0
\$11 to \$11.99,	13	53.7	9	54.0	4	53.0
\$12 to \$12.99,	2	53.5	—	—	2	53.5
\$13 and under \$19,	3	54.0	1	54.0	2	54.0

¹ Not including 12 males (two time-workers and 10 piece-workers) and 20 female piece-workers for whom actual hours of labor were not reported.

TABLE D. — EARNINGS AND WORKING TIME, WITH REFERENCE TO TIME AND PIECE-WORK — CONTINUED.

Paper Box Making — Concluded.

CLASSIFIED WEEKLY EARNINGS.	ALL OCCUPATIONS		TIME-WORKERS		PIECE-WORKERS	
	Number of Employees	Average Hours	Number of Employees	Average Hours	Number of Employees	Average Hours
Power, Mechanical, and Yard Force.	134	57.3	134	57.3	—	—
\$4 to \$4.99,	1	15.0	1	15.0	—	—
\$8 to \$8.99,	1	58.0	1	58.0	—	—
\$9 to \$9.99,	6	56.8	6	56.8	—	—
\$10 to \$10.99,	10	55.7	10	55.7	—	—
\$11 to \$11.99,	3	54.7	3	54.7	—	—
\$12 to \$12.99,	39	56.8	39	56.8	—	—
\$13 to \$13.99,	16	57.2	16	57.2	—	—
\$14 to \$14.99,	10	64.0	10	64.0	—	—
\$15 to \$15.99,	20	56.5	20	56.5	—	—
\$16 to \$16.99,	8	57.4	8	57.4	—	—
\$17 to \$17.99,	1	57.0	1	57.0	—	—
\$18 to \$18.99,	7	57.7	7	57.7	—	—
\$19 to \$19.99,	2	71.0	2	71.0	—	—
\$20 to \$24.99,	7	56.9	7	56.9	—	—
\$25 to \$29.99,	3	62.3	3	62.3	—	—

Envelope Making.

All Occupations.	² 1,997	52.7	1,450	53.6	547	50.2
<i>Males.</i>	885	54.8	867	54.9	18	50.1
Under \$3,	5	16.0	5	16.0	—	—
\$3 to \$3.99,	5	35.2	5	35.2	—	—
\$4 to \$4.99,	7	42.9	7	42.9	—	—
\$5 to \$5.99,	32	49.8	32	49.8	—	—
\$6 to \$6.99,	24	50.6	24	50.6	—	—
\$7 to \$7.99,	31	51.7	30	51.6	1	55.0
\$8 to \$8.99,	43	51.0	43	51.0	—	—
\$9 to \$9.99,	49	53.8	49	53.8	—	—
\$10 to \$10.99,	48	54.2	48	54.2	—	—
\$11 to \$11.99,	37	56.5	37	56.5	—	—
\$12 to \$12.99,	72	56.4	71	56.9	1	21.0
\$13 to \$13.99,	59	56.5	56	56.6	3	55.0
\$14 to \$14.99,	57	57.1	56	57.2	1	50.0
\$15 to \$15.99,	76	57.5	75	57.6	1	51.0
\$16 to \$16.99,	74	57.4	72	57.5	2	54.0
\$17 to \$17.99,	48	57.0	47	57.1	1	55.0
\$18 to \$18.99,	57	56.1	56	56.1	1	55.0
\$19 to \$19.99,	28	55.3	26	55.4	2	54.0
\$20 to \$24.99,	86	55.5	84	55.8	2	42.5
\$25 to \$29.99,	32	54.4	31	54.5	1	54.0
\$30 and over,	15	52.4	13	53.2	2	47.5
<i>Females.</i>	1,112	51.0	583	51.6	529	50.2
Under \$3,	14	25.7	7	15.4	7	36.0
\$3 to \$3.99,	21	42.5	6	39.2	15	43.7
\$4 to \$4.99,	78	48.3	56	49.4	22	45.7
\$5 to \$5.99,	169	51.4	130	51.8	39	50.3
\$6 to \$6.99,	186	51.1	93	52.0	93	50.2
\$7 to \$7.99,	186	51.7	82	52.6	104	50.9
\$8 to \$8.99,	216	52.3	107	53.3	109	51.2
\$9 to \$9.99,	121	52.4	46	53.0	75	52.0
\$10 to \$10.99,	58	51.7	30	52.3	28	51.0
\$11 to \$11.99,	25	50.8	4	54.0	21	50.1
\$12 to \$12.99,	23	51.3	12	53.8	11	48.6
\$13 and under \$19,	15	51.5	10	54.0	5	46.2

¹ All males.² Not including five male and 530 female piece-workers for whom actual hours of labor were not reported.

TABLE D. — EARNINGS AND WORKING TIME, WITH REFERENCE TO TIME AND PIECE-WORK — CONTINUED.

Envelope Making — Continued.

CLASSIFIED WEEKLY EARNINGS.	ALL OCCUPATIONS		TIME-WORKERS		PIECE-WORKERS	
	Number of Employees	Average Hours	Number of Employees	Average Hours	Number of Employees	Average Hours
Productive Occupations.	1,197	51.6	723	52.6	474	50.2
<i>Males.</i>	<i>298</i>	<i>54.1</i>	<i>289</i>	<i>54.1</i>	<i>9</i>	<i>54.3</i>
\$3 to \$3.99,	1	24.0	1	24.0	—	—
\$4 to \$4.99,	—	—	—	—	—	—
\$5 to \$5.99,	10	52.7	10	52.7	—	—
\$6 to \$6.99,	2	52.0	2	52.0	—	—
\$7 to \$7.99,	5	48.0	5	48.0	—	—
\$8 to \$8.99,	11	51.5	11	51.5	—	—
\$9 to \$9.99,	14	53.6	14	53.6	—	—
\$10 to \$10.99,	19	54.1	19	54.1	—	—
\$11 to \$11.99,	9	55.1	9	55.1	—	—
\$12 to \$12.99,	23	52.7	23	52.7	—	—
\$13 to \$13.99,	21	55.8	19	55.7	2	56.5
\$14 to \$14.99,	20	53.2	19	53.4	1	50.0
\$15 to \$15.99,	24	55.7	24	55.7	—	—
\$16 to \$16.99,	20	54.2	19	54.2	1	54.0
\$17 to \$17.99,	18	55.5	17	55.5	1	55.0
\$18 to \$18.99,	18	54.2	17	54.2	1	55.0
\$19 to \$19.99,	12	54.8	10	55.0	2	54.0
\$20 to \$24.99,	46	54.9	46	54.9	—	—
\$25 to \$29.99,	19	54.4	18	54.4	1	54.0
\$30 and over,	6	54.2	6	54.2	—	—
<i>Females.</i>	<i>899</i>	<i>50.8</i>	<i>434</i>	<i>51.6</i>	<i>465</i>	<i>50.1</i>
Under \$3,	13	25.8	6	14.0	7	36.0
\$3 to \$3.99,	17	43.1	3	39.7	14	43.7
\$4 to \$4.99,	66	48.3	45	49.5	21	45.8
\$5 to \$5.99,	131	51.2	95	51.5	36	50.6
\$6 to \$6.99,	148	51.1	63	52.3	85	50.1
\$7 to \$7.99,	152	51.7	61	52.9	91	50.9
\$8 to \$8.99,	177	52.3	84	53.4	93	51.3
\$9 to \$9.99,	95	52.1	31	52.8	64	51.7
\$10 to \$10.99,	46	51.5	23	52.3	23	50.7
\$11 to \$11.99,	18	49.6	3	54.0	15	48.7
\$12 to \$12.99,	22	51.2	11	53.8	11	48.6
\$13 and under \$19,	14	51.3	9	54.0	5	46.2
General Occupations, Producing Departments.	2,620	53.7	547	54.1	73	50.5
<i>Males.</i>	<i>407</i>	<i>54.8</i>	<i>398</i>	<i>55.0</i>	<i>9</i>	<i>45.9</i>
Under \$3,	5	16.0	5	16.0	—	—
\$3 to \$3.99,	4	37.8	4	37.8	—	—
\$4 to \$4.99,	7	42.9	7	42.9	—	—
\$5 to \$5.99,	22	48.5	22	48.5	—	—
\$6 to \$6.99,	21	50.8	21	50.8	—	—
\$7 to \$7.99,	25	52.7	24	52.6	1	55.0
\$8 to \$8.99,	24	51.9	24	51.9	—	—
\$9 to \$9.99,	35	53.8	35	53.8	—	—
\$10 to \$10.99,	23	54.4	23	54.4	—	—
\$11 to \$11.99,	22	57.5	22	57.5	—	—
\$12 to \$12.99,	37	58.0	36	59.0	1	21.0
\$13 to \$13.99,	32	57.0	31	57.2	1	52.0
\$14 to \$14.99,	20	60.6	20	60.6	—	—
\$15 to \$15.99,	34	59.5	33	59.8	1	51.0
\$16 to \$16.99,	25	59.9	24	60.1	1	54.0
\$17 to \$17.99,	8	55.4	8	55.4	—	—
\$18 to \$18.99,	17	58.2	17	58.2	—	—
\$19 to \$19.99,	5	57.4	5	57.4	—	—
\$20 to \$24.99,	25	56.1	23	57.3	2	42.5
\$25 to \$29.99,	9	54.6	9	54.6	—	—
\$30 and over,	7	50.4	5	51.6	2	47.5

¹ Not including two male and 451 female piece-workers for whom actual hours of labor were not reported.² Not including three male and 79 female piece-workers for whom actual hours of labor were not reported.

TABLE D. — EARNINGS AND WORKING TIME, WITH REFERENCE TO TIME AND PIECE-WORK — CONTINUED.

Envelope Making — Concluded.

CLASSIFIED WEEKLY EARNINGS.	ALL OCCUPATIONS		TIME-WORKERS		PIECE-WORKERS	
	Number of Employees	Average Hours	Number of Employees	Average Hours	Number of Employees	Average Hours
General Occupations, Producing Departments — Con.						
<i>Females.</i>	213	51.5	149	51.7	64	51.2
Under \$3,	1	25.0	1	25.0	—	—
\$3 to \$3.99,	4	40.0	3	38.7	1	44.0
\$4 to \$4.99,	12	48.7	11	49.1	1	44.0
\$5 to \$5.99,	38	52.0	35	52.5	3	45.7
\$6 to \$6.99,	38	51.2	30	51.4	8	50.6
\$7 to \$7.99,	34	51.6	21	52.0	13	51.2
\$8 to \$8.99,	39	52.0	23	53.2	16	50.3
\$9 to \$9.99,	26	53.6	15	53.5	11	53.6
\$10 to \$10.99,	12	52.2	7	52.0	5	52.4
\$11 to \$11.99,	7	53.7	1	54.0	6	53.7
\$12 to \$12.99,	1	54.0	1	54.0	—	—
\$13 to \$13.99,	1	54.0	1	54.0	—	—
Power, Mechanical, and Yard Force.						
	180	56.2	180	56.2	—	—
\$6 to \$6.99,	1	45.0	1	45.0	—	—
\$7 to \$7.99,	1	44.0	1	44.0	—	—
\$8 to \$8.99,	8	47.4	8	47.4	—	—
\$9 to \$9.99,	—	—	—	—	—	—
\$10 to \$10.99,	6	54.0	6	54.0	—	—
\$11 to \$11.99,	6	55.0	6	55.0	—	—
\$12 to \$12.99,	12	58.6	12	58.6	—	—
\$13 to \$13.99,	6	56.0	6	56.0	—	—
\$14 to \$14.99,	17	57.6	17	57.6	—	—
\$15 to \$15.99,	18	56.1	18	56.1	—	—
\$16 to \$16.99,	29	57.4	29	57.4	—	—
\$17 to \$17.99,	22	58.9	22	58.9	—	—
\$18 to \$18.99,	22	55.9	22	55.9	—	—
\$19 to \$19.99,	11	54.7	11	54.7	—	—
\$20 to \$24.99,	15	56.4	15	56.4	—	—
\$25 to \$29.99,	4	54.3	4	54.3	—	—
\$30 and over,	2	54.0	2	54.0	—	—

Other Paper Products.

All Occupations.	2,739	51.7	3,038	52.2	701	49.8
<i>Males.</i>	2,217	53.6	2,111	53.7	106	50.7
Under \$3,	30	17.2	30	17.2	—	—
\$3 to \$3.99,	22	35.1	21	34.8	1	42.2
\$4 to \$4.99,	44	42.3	44	42.3	—	—
\$5 to \$5.99,	73	47.6	70	47.4	3	50.7
\$6 to \$6.99,	104	49.3	98	49.5	6	45.7
\$7 to \$7.99,	101	50.2	90	50.2	11	49.7
\$8 to \$8.99,	128	51.1	123	51.1	5	50.4
\$9 to \$9.99,	200	54.7	191	54.9	9	50.8
\$10 to \$10.99,	207	53.9	201	54.0	6	47.5
\$11 to \$11.99,	141	54.6	127	55.1	14	50.4
\$12 to \$12.99,	202	55.1	192	55.2	10	52.5
\$13 to \$13.99,	145	54.3	133	54.5	12	52.3
\$14 to \$14.99,	109	56.5	106	56.6	3	53.3
\$15 to \$15.99,	142	57.0	132	57.4	10	51.4
\$16 to \$16.99,	118	56.0	112	56.2	6	52.3
\$17 to \$17.99,	81	58.6	78	58.8	3	52.7
\$18 to \$18.99,	96	55.0	92	55.2	4	51.8
\$19 to \$19.99,	46	57.9	45	58.0	1	53.1
\$20 to \$24.99,	143	57.8	142	57.9	1	51.2
\$25 to \$29.99,	61	57.6	61	57.6	—	—
\$30 and over,	24	55.8	23	55.9	1	54.0

¹ All males.² Not including eight male piece-workers for whom actual hours of labor were not reported.

TABLE D. — EARNINGS AND WORKING TIME, WITH REFERENCE TO TIME AND PIECE-WORK — CONTINUED.

Other Paper Products — Continued.

CLASSIFIED WEEKLY EARNINGS.	ALL OCCUPATIONS		TIME-WORKERS		PIECE-WORKERS	
	Number of Employees	Average Hours	Number of Employees	Average Hours	Number of Employees	Average Hours
All Occupations — Con.						
<i>Females.</i>	1,522	49.0	927	48.5	595	49.6
Under \$3.	63	24.9	44	22.3	19	30.9
\$3 to \$3.99.	89	40.6	65	38.2	24	47.0
\$4 to \$4.99.	168	47.7	128	47.2	40	49.1
\$5 to \$5.99.	249	50.8	198	50.9	51	50.1
\$6 to \$6.99.	306	51.3	206	51.5	100	50.9
\$7 to \$7.99.	225	51.0	110	51.5	115	50.5
\$8 to \$8.99.	177	50.6	80	51.6	97	49.7
\$9 to \$9.99.	128	51.2	51	52.4	77	50.4
\$10 to \$10.99.	49	50.9	20	51.2	29	50.7
\$11 to \$11.99.	23	51.7	6	52.2	17	51.5
\$12 to \$12.99.	26	51.9	9	51.7	17	52.0
\$13 to \$13.99.	5	53.6	—	—	5	53.6
\$15 to \$15.99.	3	53.0	3	53.0	—	—
\$16 to \$16.99.	5	51.0	5	51.0	—	—
\$17 to \$17.99.	2	54.0	—	—	2	54.0
\$18 to \$18.99.	3	54.0	1	54.0	2	54.0
\$22 to \$22.99.	1	50.0	1	50.0	—	—
Productive Occupations.	1,642	51.2	2,030	51.6	612	49.8
<i>Males.</i>	1,314	53.4	1,234	53.6	80	50.9
Under \$3.	21	18.4	21	18.4	—	—
\$3 to \$3.99.	15	37.9	14	37.6	1	42.2
\$4 to \$4.99.	28	41.6	28	41.6	—	—
\$5 to \$5.99.	52	46.3	49	46.1	3	50.7
\$6 to \$6.99.	76	50.6	70	51.0	6	45.7
\$7 to \$7.99.	74	50.5	65	50.6	9	49.7
\$8 to \$8.99.	93	51.1	88	51.1	5	50.4
\$9 to \$9.99.	143	55.0	137	55.2	6	49.0
\$10 to \$10.99.	131	54.3	128	54.6	3	43.7
\$11 to \$11.99.	98	55.0	85	55.7	13	50.5
\$12 to \$12.99.	113	54.9	106	55.0	7	52.6
\$13 to \$13.99.	88	54.4	79	54.7	9	51.9
\$14 to \$14.99.	48	55.5	45	55.6	3	53.3
\$15 to \$15.99.	75	56.6	70	56.6	5	57.0
\$16 to \$16.99.	52	57.6	49	57.6	3	57.7
\$17 to \$17.99.	30	59.2	28	59.7	2	52.5
\$18 to \$18.99.	37	56.9	35	57.2	2	51.5
\$19 to \$19.99.	22	59.2	21	59.5	1	53.1
\$20 to \$24.99.	64	59.0	63	59.1	1	51.2
\$25 to \$29.99.	39	57.9	39	57.9	—	—
\$30 and over.	15	55.9	14	56.0	1	54.0
<i>Females.</i>	1,328	49.0	796	48.5	532	49.7
Under \$3.	54	24.1	39	23.0	15	27.1
\$3 to \$3.99.	67	39.7	56	38.6	11	45.3
\$4 to \$4.99.	152	47.5	122	47.4	30	47.9
\$5 to \$5.99.	209	50.5	165	50.7	44	50.0
\$6 to \$6.99.	277	51.4	180	51.6	97	51.0
\$7 to \$7.99.	208	51.0	100	51.5	108	50.6
\$8 to \$8.99.	158	50.6	66	51.6	92	49.9
\$9 to \$9.99.	118	51.3	43	52.6	75	50.5
\$10 to \$10.99.	39	50.8	14	51.9	25	50.2
\$11 to \$11.99.	19	52.0	3	53.7	16	51.7
\$12 to \$12.99.	18	52.3	5	52.8	13	52.2
\$13 to \$13.99.	5	53.6	—	—	5	53.6
\$15 to \$15.99.	1	54.0	1	54.0	—	—
\$16 to \$16.99.	1	54.0	1	54.0	—	—
\$18 to \$18.99.	2	54.0	1	54.0	1	54.0

¹ Not including four male piece-workers for whom actual hours of labor were not reported.

TABLE D. — EARNINGS AND WORKING TIME, WITH REFERENCE TO TIME AND PIECE-WORK — CONCLUDED.

Other Paper Products — Concluded.

CLASSIFIED WEEKLY EARNINGS.	ALL OCCUPATIONS		TIME-WORKERS		PIECE-WORKERS	
	Number of Employees	Average Hours	Number of Employees	Average Hours	Number of Employees	Average Hours
General Occupations, Producing Departments.	1 922	51.9	833	52.1	89	49.8
<i>Males.</i>	<i>728</i>	<i>52.7</i>	<i>702</i>	<i>52.7</i>	<i>26</i>	<i>50.3</i>
Under \$3,	8	14.6	8	14.6	—	—
\$3 to \$3.99,	7	29.1	7	29.1	—	—
\$4 to \$4.99,	16	43.6	16	43.6	—	—
\$5 to \$5.99,	21	50.6	21	50.6	—	—
\$6 to \$6.99,	27	45.5	27	45.5	—	—
\$7 to \$7.99,	26	49.2	24	49.1	2	49.5
\$8 to \$8.99,	33	51.0	33	51.0	—	—
\$9 to \$9.99,	52	54.1	49	54.1	3	54.0
\$10 to \$10.99,	67	53.1	64	53.2	3	51.0
\$11 to \$11.99,	38	53.4	37	53.5	1	49.2
\$12 to \$12.99,	76	53.6	73	53.7	3	52.7
\$13 to \$13.99,	47	53.8	44	53.8	3	53.7
\$14 to \$14.99,	50	54.5	50	54.5	—	—
\$15 to \$15.99,	47	55.2	42	56.4	5	45.8
\$16 to \$16.99,	47	53.7	44	54.1	3	46.7
\$17 to \$17.99,	35	56.6	34	56.8	1	52.2
\$18 to \$18.99,	44	53.9	42	54.0	2	52.0
\$19 to \$19.99,	13	58.5	13	58.5	—	—
\$20 to \$24.99,	53	56.2	53	56.2	—	—
\$25 to \$29.99,	17	53.3	17	53.3	—	—
\$30 and over,	4	54.5	4	54.5	—	—
<i>Females.</i>	<i>194</i>	<i>49.0</i>	<i>131</i>	<i>48.8</i>	<i>63</i>	<i>49.6</i>
Under \$3,	9	29.4	5	16.8	4	45.3
\$3 to \$3.99,	22	43.1	9	35.3	13	48.5
\$4 to \$4.99,	16	49.7	6	44.8	10	52.6
\$5 to \$5.99,	40	52.0	33	52.3	7	50.3
\$6 to \$6.99,	29	50.8	26	51.2	3	46.7
\$7 to \$7.99,	17	50.3	10	51.8	7	48.0
\$8 to \$8.99,	19	50.2	14	51.7	5	46.0
\$9 to \$9.99,	10	50.5	8	50.8	2	49.5
\$10 to \$10.99,	10	51.2	6	49.7	4	53.8
\$11 to \$11.99,	4	50.5	3	50.7	1	49.4
\$12 to \$12.99,	8	50.9	4	50.3	4	51.5
\$15 to \$15.99,	2	52.5	2	52.5	—	—
\$16 to \$16.99,	4	50.3	4	50.3	—	—
\$17 to \$17.99,	2	54.0	—	—	2	54.0
\$18 to \$18.99,	1	54.0	—	—	1	54.0
\$22 to \$22.99,	1	50.0	1	50.0	—	—
Power, Mechanical, and Yard Force.²	175	59.0	175	59.0	—	—
Under \$3,	1	11.0	1	11.0	—	—
\$6 to \$6.99,	1	51.0	1	51.0	—	—
\$7 to \$7.99,	1	51.0	1	51.0	—	—
\$8 to \$8.99,	2	52.5	2	52.5	—	—
\$9 to \$9.99,	5	54.6	5	54.6	—	—
\$10 to \$10.99,	9	52.8	9	52.8	—	—
\$11 to \$11.99,	5	56.8	5	56.8	—	—
\$12 to \$12.99,	13	65.3	13	65.3	—	—
\$13 to \$13.99,	10	55.7	10	55.7	—	—
\$14 to \$14.99,	11	70.4	11	70.4	—	—
\$15 to \$15.99,	20	62.6	20	62.6	—	—
\$16 to \$16.99,	19	57.4	19	57.4	—	—
\$17 to \$17.99,	16	61.8	16	61.8	—	—
\$18 to \$18.99,	15	53.9	15	53.9	—	—
\$19 to \$19.99,	11	54.6	11	54.6	—	—
\$20 to \$24.99,	26	58.5	26	58.5	—	—
\$25 to \$29.99,	5	69.8	5	69.8	—	—
\$30 and over,	5	56.6	5	56.6	—	—

¹ Not including four male piece-workers for whom actual hours of labor were not reported.² All males.

TABLE E. — ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS.

Paper Box Making.

Males.

OCCUPATION CLASSIFICATION.	Total Number of Employees	Average Weekly Earnings	NUMBER OF EMPLOYEES EARNING A WEEK —							
			Under \$5	\$5 and under \$6	\$6 and under \$8	\$8 and under \$10	\$10 and under \$12	\$12 and under \$15	\$15 and under \$20	\$20 and over
ALL OCCUPATIONS.	1,733	\$12.47	77	37	121	231	277	501	375	114
PRODUCTIVE OCCUPATIONS.	1,000	11.91	58	31	92	159	170	239	183	68
Corner Cutters.	43	9.06	1	1	15	9	7	9	1	-
Time-workers,	42	8.93	1	1	15	9	7	8	1	-
Piece-workers,	1	14.62	-	-	-	-	-	1	-	-
Boston and vicinity,	17	10.37	1	1	1	2	5	6	1	-
Other municipalities,	26	8.21	-	-	14	7	2	3	-	-
Full time,	27	9.26	-	-	9	6	5	7	-	-
Time-workers,	27	9.26	-	-	9	6	5	7	-	-
Boston and vicinity,	11	10.68	-	-	1	2	3	5	-	-
Other municipalities,	16	8.29	-	-	8	4	2	2	-	-
Coverers.	43	11.26	-	-	1	8	13	13	3	-
Time-workers,	37	11.12	-	-	-	8	16	11	2	-
Piece-workers,	6	12.08	-	-	1	-	2	2	1	-
Boston and vicinity,	14	10.50	-	-	-	4	5	5	-	-
Other municipalities,	29	11.62	-	-	1	4	13	8	3	-
Full time,	22	11.14	-	-	-	5	7	8	2	-
Time-workers,	19	10.77	-	-	-	5	6	7	1	-
Piece-workers,	3	13.49	-	-	-	-	1	1	1	-
Boston and vicinity,	11	10.59	-	-	-	3	3	5	-	-
Other municipalities,	11	11.70	-	-	-	2	4	3	2	-
Creasing Machine Operators.	30	11.08	3	-	1	5	5	12	4	-
Time-workers,	27	10.87	3	-	1	4	5	11	3	-
Piece-workers,	3	12.96	-	-	-	1	-	1	1	-
Boston and vicinity,	10	11.59	-	-	1	1	2	5	1	-
Other municipalities,	20	10.83	3	-	-	4	3	7	3	-
Full time,	13	12.77	-	-	-	1	1	9	2	-
Time-workers,	13	12.77	-	-	-	1	1	9	2	-
Boston and vicinity,	3	11.33	-	-	-	-	1	2	-	-
Other municipalities,	10	13.21	-	-	-	1	-	7	2	-
Enders.	109	12.19	1	1	4	16	18	51	18	-
Time-workers,	84	12.20	1	1	3	13	13	37	16	-
Piece-workers,	25	12.16	-	-	1	3	5	14	2	-
Boston and vicinity,	21	11.57	1	1	-	4	2	10	3	-
Haverhill,	18	13.15	-	-	-	1	1	13	3	-
Other municipalities,	70	12.14	-	-	4	11	15	28	12	-
Full time,	78	12.27	-	-	3	13	11	37	14	-
Time-workers,	65	12.17	-	-	3	12	10	27	13	-
Piece-workers,	13	12.75	-	-	-	1	1	10	1	-
Boston and vicinity,	15	12.13	-	-	-	4	1	7	3	-
Haverhill,	13	13.42	-	-	-	1	-	9	3	-
Other municipalities,	50	12.01	-	-	3	8	10	21	8	-
Foremen.	94	20.49	-	-	-	-	1	5	37	51
Time-workers,	94	20.49	-	-	-	-	1	5	37	51
Boston and vicinity,	22	20.61	-	-	-	-	-	-	8	14
Other municipalities,	72	20.46	-	-	-	-	1	5	29	37
Full time,	79	20.61	-	-	-	-	-	3	30	46
Time-workers,	79	20.61	-	-	-	-	-	3	30	46
Boston and vicinity,	22	20.61	-	-	-	-	-	-	8	14
Other municipalities,	57	20.61	-	-	-	-	-	3	22	32

¹ Including 31 employees earning \$25 and over.

TABLE E.—ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS
— CONTINUED.

Paper Box Making — Continued.

Males — Continued.

OCCUPATION CLASSIFICATION.	Total Number of Employees	Average Weekly Earnings	NUMBER OF EMPLOYEES EARNING A WEEK —							
			Under \$5	\$5 and under \$6	\$6 and under \$8	\$8 and under \$10	\$10 and under \$12	\$12 and under \$15	\$15 and under \$20	\$20 and over
Helpers, General.	178	\$8.73	22	12	30	47	35	25	6	—
Time-workers,	170	8.89	17	12	28	46	36	25	6	—
Piece-workers,	8	5.29	5	—	2	1	—	—	—	—
Boston and vicinity,	54	9.09	7	—	8	17	12	6	4	—
Other municipalities,	124	8.57	15	12	22	30	24	19	2	—
<i>Full time,</i>	<i>138</i>	<i>9.14</i>	<i>7</i>	<i>11</i>	<i>24</i>	<i>40</i>	<i>28</i>	<i>22</i>	<i>6</i>	<i>—</i>
Time-workers,	135	9.18	7	11	22	39	28	22	6	—
Piece-workers,	3	7.20	—	—	2	1	—	—	—	—
Boston and vicinity,	47	9.61	4	—	6	16	11	6	4	—
Other municipalities,	91	8.89	3	11	18	24	17	16	2	—
Scorers.	154	14.38	—	—	2	6	15	55	69	7
Time-workers,	150	14.29	—	—	2	6	15	54	67	6
Piece-workers,	4	17.51	—	—	—	—	—	1	2	1
Boston and vicinity,	63	14.64	—	—	—	3	7	20	30	3
Other municipalities,	91	14.19	—	—	2	3	8	35	39	4
<i>Full time,</i>	<i>124</i>	<i>14.50</i>	<i>—</i>	<i>—</i>	<i>1</i>	<i>8</i>	<i>10</i>	<i>47</i>	<i>57</i>	<i>6</i>
Time-workers,	122	14.43	—	—	1	3	10	47	56	5
Piece-workers,	2	18.83	—	—	—	—	—	—	1	1
Boston and vicinity,	55	14.88	—	—	—	2	4	19	27	3
Other municipalities,	69	14.19	—	—	1	1	6	28	30	3
Stayers.	81	11.63	4	1	7	12	17	24	14	2
Time-workers,	45	10.95	2	—	4	7	11	16	5	—
Piece-workers,	36	12.48	2	1	3	5	6	8	9	2
Boston and vicinity,	11	13.07	—	—	1	1	2	4	2	1
Other municipalities,	70	11.40	4	1	6	11	15	20	12	1
<i>Full time,</i>	<i>49</i>	<i>12.03</i>	<i>—</i>	<i>—</i>	<i>3</i>	<i>8</i>	<i>10</i>	<i>18</i>	<i>10</i>	<i>—</i>
Time-workers,	32	11.30	—	—	3	6	6	13	4	—
Piece-workers,	17	13.39	—	—	—	2	4	5	6	—
Boston and vicinity,	9	12.73	—	—	1	—	2	4	2	—
Other municipalities,	40	11.87	—	—	2	8	8	14	8	—
Tiers.	101	9.10	8	12	15	25	23	13	5	—
Time-workers,	91	8.59	8	11	15	23	22	12	—	—
Piece-workers,	10	13.72	—	1	—	2	1	1	5	—
Boston and vicinity,	51	8.52	4	4	9	18	14	1	1	—
Other municipalities,	50	9.68	4	8	6	7	9	12	4	—
<i>Full time,</i>	<i>70</i>	<i>8.38</i>	<i>5</i>	<i>11</i>	<i>11</i>	<i>18</i>	<i>17</i>	<i>8</i>	<i>—</i>	<i>—</i>
Time-workers,	67	8.41	5	10	11	16	17	8	—	—
Piece-workers,	3	7.63	—	1	—	2	—	—	—	—
Boston and vicinity,	36	8.72	1	3	5	14	12	1	—	—
Other municipalities,	34	8.02	4	8	6	4	5	7	—	—
Other Occupations.	167	10.93	19	4	17	31	30	32	26	8
Time-workers,	146	10.97	18	3	13	27	25	31	22	7
Piece-workers,	21	10.65	1	1	4	4	5	1	4	1
Boston and vicinity,	40	9.26	12	—	4	4	4	9	7	—
Other municipalities,	127	11.45	7	4	13	27	26	23	19	8
<i>Full time,</i>	<i>81</i>	<i>11.20</i>	<i>8</i>	<i>1</i>	<i>5</i>	<i>16</i>	<i>15</i>	<i>19</i>	<i>16</i>	<i>1</i>
Time-workers,	79	11.15	8	1	5	16	14	19	15	1
Piece-workers,	2	13.19	—	—	—	—	1	—	1	—
Boston and vicinity,	21	11.67	4	—	—	2	3	6	6	—
Other municipalities,	60	11.04	4	1	5	14	12	13	10	1

TABLE E.—ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS
— CONTINUED.

Paper Box Making — Continued.

Males — Continued.

OCCUPATION CLASSIFICATION.	Total Number of Employees	Average Weekly Earnings	NUMBER OF EMPLOYEES EARNING A WEEK —							
			Under \$5	\$5 and under \$6	\$6 and under \$8	\$8 and under \$10	\$10 and under \$12	\$12 and under \$15	\$15 and under \$20	\$20 and over
GENERAL OCCUPATIONS, PRODUCING DEPARTMENTS.	599	\$13.09	18	6	29	65	94	197	154	36
Cutters, Stock.	228	13.99	1	1	4	11	25	102	72	12
Time-workers,	212	14.06	1	1	4	11	19	94	70	12
Piece-workers,	16	13.08	—	—	—	—	6	8	2	—
Boston and vicinity,	51	14.39	—	1	—	2	7	17	19	5
Brockton and vicinity,	28	13.46	—	—	—	—	3	19	4	2
Haverhill,	13	14.12	—	—	—	—	1	7	5	—
Lynn,	14	14.54	—	—	—	1	1	3	9	—
Other municipalities,	122	13.86	1	—	4	8	13	56	35	5
Full time,	167	14.13	—	—	3	6	15	77	57	9
Time-workers,	167	14.13	—	—	3	6	15	77	57	9
Boston and vicinity,	41	14.75	—	—	—	1	5	14	16	5
Brockton and vicinity,	25	13.53	—	—	—	—	1	19	3	2
Haverhill,	13	14.12	—	—	—	—	1	7	5	—
Lynn,	14	14.54	—	—	—	1	1	3	9	—
Other municipalities,	74	13.91	—	—	3	4	7	34	24	2
Laborers.	37	10.62	1	—	1	11	14	9	1	—
Time-workers,	34	10.45	1	—	1	11	13	7	1	—
Piece-workers,	3	12.47	—	—	—	—	1	2	—	—
Boston and vicinity,	7	10.26	—	—	—	3	3	1	—	—
Other municipalities,	30	10.70	1	—	1	8	11	8	1	—
Full time,	20	10.43	—	—	—	8	8	3	1	—
Time-workers,	20	10.43	—	—	—	8	8	3	1	—
Boston and vicinity,	5	10.20	—	—	—	2	2	1	—	—
Other municipalities,	15	10.50	—	—	—	6	6	2	1	—
Packers.	24	11.63	2	—	2	3	7	4	6	—
Time-workers,	21	11.20	2	—	2	3	6	3	5	—
Piece-workers,	3	14.63	—	—	—	—	1	1	1	—
Boston,	1	10.30	—	—	—	—	1	—	—	—
Other municipalities,	23	11.69	2	—	2	3	6	4	6	—
Full time,	8	11.08	1	—	1	—	4	—	2	—
Time-workers,	8	11.08	1	—	1	—	4	—	2	—
Other municipalities,	8	11.08	1	—	1	—	4	—	2	—
Printers.	178	13.74	7	3	12	14	26	46	51	19
Time-workers,	160	13.68	6	3	12	14	22	39	48	16
Piece-workers,	18	14.23	1	—	—	—	4	7	3	3
Boston and vicinity,	42	12.31	4	1	4	3	4	11	14	1
Lynn,	10	12.45	—	—	—	4	1	2	3	—
Other municipalities,	126	14.32	3	2	8	7	21	33	34	18
Full time,	91	12.98	2	2	3	8	15	28	32	1
Time-workers,	91	12.98	2	2	3	8	15	28	32	1
Boston and vicinity,	24	13.21	1	—	—	3	2	8	10	—
Lynn,	10	12.45	—	—	—	4	1	2	3	—
Other municipalities,	57	12.97	1	2	3	1	12	18	19	1
Shippers.	52	13.71	—	—	2	5	9	18	13	5
Time-workers,	51	13.67	—	—	2	5	9	18	12	5
Piece-workers,	1	15.75	—	—	—	—	—	—	1	—
Boston and vicinity,	16	13.80	—	—	1	—	5	6	2	2
Other municipalities,	36	13.67	—	—	1	5	4	12	11	3

TABLE E. — ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS
— CONTINUED.

Paper Box Making — Continued.

Males — Concluded.

OCCUPATION CLASSIFICATION.	Total Number of Employees	Average Weekly Earnings	NUMBER OF EMPLOYEES EARNING A WEEK —							
			Under \$5	\$5 and under \$6	\$6 and under \$8	\$8 and under \$10	\$10 and under \$12	\$12 and under \$15	\$15 and under \$20	\$20 and over
Shippers — Con.										
<i>Full time,</i>	39	\$13.33	—	—	2	3	8	12	12	2
Time-workers,	39	13.33	—	—	2	3	8	12	12	2
Boston and vicinity,	14	13.32	—	—	1	—	5	5	2	1
Other municipalities,	25	13.33	—	—	1	3	3	7	10	1
Other Occupations.	80	10.28	7	2	8	21	13	18	11	—
Time-workers,	70	9.86	7	2	8	20	10	14	9	—
Piece-workers,	10	13.25	—	—	—	1	3	4	2	—
Boston and vicinity,	25	10.75	—	—	3	5	7	9	1	—
Other municipalities,	55	10.07	7	2	5	16	6	9	10	—
<i>Full time,</i>	48	9.89	4	—	5	13	10	14	2	—
Time-workers,	48	9.89	4	—	5	13	10	14	2	—
Boston and vicinity,	19	10.58	—	—	2	4	6	6	1	—
Other municipalities,	29	9.45	4	—	3	9	4	8	1	—
POWER, MECHANICAL, AND YARD FORCE.	134	13.85	1	—	—	7	13	55	38	10
Engineers.	19	16.02	1	—	—	—	1	2	11	4
Time-workers,	19	16.02	1	—	—	—	1	2	11	4
Boston and vicinity,	5	17.80	—	—	—	—	—	1	2	2
Other municipalities,	14	15.38	1	—	—	—	1	1	9	2
<i>Full time,</i>	14	16.71	—	—	—	—	1	1	9	3
Time-workers,	14	16.71	—	—	—	—	1	1	9	3
Boston and vicinity,	5	17.80	—	—	—	—	—	1	2	2
Other municipalities,	9	16.11	—	—	—	—	1	—	7	1
Machinists.	13	18.52	—	—	—	—	—	2	6	5
Time-workers,	13	18.52	—	—	—	—	—	2	6	5
Boston and vicinity,	9	17.83	—	—	—	—	—	2	3	4
Other municipalities,	4	20.06	—	—	—	—	—	—	3	1
<i>Full time,</i>	10	18.10	—	—	—	—	—	1	5	4
Time-workers,	10	18.10	—	—	—	—	—	1	5	4
Boston and vicinity,	8	18.50	—	—	—	—	—	1	3	4
Other municipalities,	2	16.50	—	—	—	—	—	—	2	—
Teamsters.	77	12.47	—	—	—	5	10	49	12	—
Time-workers,	77	12.47	—	—	—	6	10	49	12	—
Boston and vicinity,	21	12.48	—	—	—	1	4	13	3	—
Brockton and vicinity,	16	13.28	—	—	—	1	—	10	5	—
Other municipalities,	40	12.14	—	—	—	4	6	26	4	—
<i>Full time,</i>	75	12.46	—	—	—	5	10	49	11	—
Time-workers,	75	12.46	—	—	—	5	10	49	11	—
Boston and vicinity,	21	12.48	—	—	—	1	4	13	3	—
Brockton and vicinity,	16	13.28	—	—	—	1	—	10	5	—
Other municipalities,	38	12.11	—	—	—	3	6	26	3	—
Other Occupations.	25	14.04	—	—	—	1	2	12	9	1
Time-workers,	25	14.04	—	—	—	1	2	12	9	1
Boston and vicinity,	10	13.77	—	—	—	1	1	4	3	1
Other municipalities,	15	14.23	—	—	—	—	1	8	6	—
<i>Full time,</i>	20	13.85	—	—	—	1	2	9	7	1
Time-workers,	20	13.85	—	—	—	1	2	9	7	1
Boston and vicinity,	10	13.77	—	—	—	1	1	4	3	1
Other municipalities,	10	13.93	—	—	—	—	1	5	4	—

TABLE E.—ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS
— CONTINUED.

Paper Box Making — Continued.

Females.¹

OCCUPATION CLASSIFICATION.	Total Number of Employees	Average Weekly Earnings	NUMBER OF EMPLOYEES EARNING A WEEK —								
			Under \$5	\$5 and under \$6	\$6 and under \$7	\$7 and under \$8	\$8 and under \$9	\$9 and under \$10	\$10 and under \$12	\$12 and under \$15	\$15 and under \$20
ALL OCCUPATIONS.	4,085	\$7.61	712	536	517	561	548	459	485	208	59
PRODUCTIVE OCCUPATIONS.	3,866	7.63	678	500	480	531	518	442	456	204	57
Bench Workers.	954	7.81	131	129	110	127	126	149	128	44	10
Time-workers,	249	7.40	37	43	25	22	25	61	32	2	2
Piece-workers,	705	7.96	94	86	85	105	101	88	96	42	8
Boston and vicinity,	423	8.09	53	42	45	56	56	66	87	16	2
Brockton and vicinity,	50	8.38	6	3	—	—	—	39	—	1	1
Haverhill,	21	7.86	—	2	4	7	3	2	2	1	—
Lynn,	14	9.61	—	—	1	4	3	2	1	1	2
Other municipalities,	446	7.43	72	82	60	60	64	40	38	25	5
<i>Full time,</i>	<i>400</i>	<i>8.38</i>	<i>34</i>	<i>49</i>	<i>31</i>	<i>39</i>	<i>70</i>	<i>85</i>	<i>62</i>	<i>23</i>	<i>7</i>
Time-workers,	187	7.97	12	33	15	16	20	59	28	2	2
Piece-workers,	213	8.74	22	16	16	23	50	26	34	21	5
Boston and vicinity,	155	8.42	17	8	14	18	27	24	44	3	—
Brockton and vicinity,	41	9.22	—	—	—	—	—	39	—	1	1
Haverhill,	8	8.59	—	1	—	2	2	1	1	1	—
Lynn,	13	9.66	—	—	1	4	2	2	1	1	2
Other municipalities,	183	8.06	17	40	16	15	39	19	16	17	4
Boxmakers, n. s.	310	7.47	50	43	44	44	48	36	31	11	3
Time-workers,	50	5.67	15	14	12	1	4	3	1	—	—
Piece-workers,	260	7.82	35	29	32	43	44	33	30	11	3
Boston and vicinity,	91	6.76	15	18	21	8	15	6	7	1	—
Other municipalities,	219	7.77	35	25	23	36	33	30	24	10	3
<i>Full time,</i>	<i>109</i>	<i>7.59</i>	<i>13</i>	<i>16</i>	<i>18</i>	<i>13</i>	<i>17</i>	<i>13</i>	<i>14</i>	<i>5</i>	<i>—</i>
Time-workers,	37	6.03	6	12	11	1	3	3	1	—	—
Piece-workers,	72	8.39	7	4	7	12	14	10	13	5	—
Boston and vicinity,	57	7.08	5	13	14	5	10	3	6	1	—
Other municipalities,	52	8.15	8	3	4	8	7	10	8	4	—
Closers.	117	5.63	67	23	5	8	1	—	3	6	4
Time-workers,	92	4.70	59	21	4	5	1	—	2	—	—
Piece-workers,	25	9.07	8	2	1	3	—	—	1	6	4
Boston and vicinity,	93	4.60	62	21	2	5	1	—	2	—	—
Other municipalities,	24	9.63	5	2	3	3	—	—	1	6	4
<i>Full time,</i>	<i>71</i>	<i>5.51</i>	<i>37</i>	<i>20</i>	<i>4</i>	<i>4</i>	<i>1</i>	<i>—</i>	<i>2</i>	<i>2</i>	<i>1</i>
Time-workers,	62	5.22	32	19	4	4	1	—	2	—	—
Piece-workers,	9	7.50	5	1	—	—	—	—	—	2	1
Boston and vicinity,	64	5.07	36	19	2	4	1	—	2	—	—
Other municipalities,	7	9.51	1	1	2	—	—	—	—	2	1
Coverers.	945	7.85	101	117	137	147	164	101	125	48	5
Time-workers,	132	6.28	36	26	20	20	8	12	5	5	—
Piece-workers,	813	8.11	65	91	117	127	156	89	120	43	5
Boston and vicinity,	256	7.52	37	30	32	50	43	26	27	11	—
Brockton and vicinity,	69	9.41	—	6	6	8	13	9	19	6	2
Haverhill,	55	8.01	4	9	8	3	12	5	13	1	—
Lynn,	81	8.83	3	7	10	13	14	13	13	5	3
Other municipalities,	484	7.63	57	65	81	73	82	48	53	25	—

¹ Data for 106 female employees whose individual weekly earnings were not recorded on the pay-rolls were not included in this tabulation.

TABLE E.—ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS
— CONTINUED.

Paper Box Making — Continued.

Females — Continued.

OCCUPATION CLASSIFICATION.	Total Number of Employees	Average Weekly Earnings	NUMBER OF EMPLOYEES EARNING A WEEK —								
			Under \$5	\$5 and under \$6	\$6 and under \$7	\$7 and under \$8	\$8 and under \$9	\$9 and under \$10	\$10 and under \$12	\$12 and under \$15	\$15 and under \$20
Coverers — Con.											
Full time,	405	\$8.11	27	51	67	56	62	52	64	25	1
Time-workers,	106	6.75	17	24	20	18	7	10	5	5	—
Piece-workers,	299	8.59	10	27	47	38	55	42	59	20	1
Boston and vicinity, . .	113	7.80	11	13	18	21	14	13	17	6	—
Brockton and vicinity, .	17	10.51	—	—	—	1	4	4	5	2	1
Haverhill,	21	9.34	—	—	3	1	5	3	8	1	—
Lynn,	39	8.41	2	3	6	5	8	6	9	—	—
Other municipalities, . .	215	7.90	14	35	40	28	31	26	25	16	—
Finishers.											
Full time,	207	7.67	19	35	29	38	29	31	15	10	1
Time-workers,	19	6.77	—	9	1	3	4	1	—	1	—
Piece-workers,	188	7.76	19	26	28	35	25	30	15	9	1
Boston and vicinity, . .	57	7.21	6	10	8	14	9	5	5	—	—
Brockton and vicinity, .	60	7.90	3	14	8	9	5	9	7	5	—
Haverhill,	15	9.47	1	—	1	3	2	3	2	2	1
Lynn,	31	9.05	—	1	—	7	8	12	1	2	—
Other municipalities, . .	44	6.34	9	10	12	5	5	2	—	1	—
Full time,	58	8.57	4	4	7	11	9	10	5	7	1
Time-workers,	6	8.72	—	—	—	2	2	1	—	1	—
Piece-workers,	52	8.55	4	4	7	9	7	9	5	6	1
Boston and vicinity, . .	2	7.50	—	—	—	1	1	—	—	—	—
Brockton and vicinity, .	15	9.62	1	—	2	1	1	4	2	4	—
Haverhill,	12	10.09	—	—	—	3	2	2	2	2	1
Lynn,	13	8.97	—	1	—	3	4	3	1	1	—
Other municipalities, . .	16	6.26	3	3	5	3	1	1	—	—	—
Folding Machine Operators.											
Full time,	44	5.91	11	9	13	6	3	2	—	—	—
Time-workers,	11	4.54	4	5	2	—	—	—	—	—	—
Piece-workers,	33	6.37	7	4	11	6	3	2	—	—	—
Boston and vicinity, . .	23	5.42	6	4	10	3	—	—	—	—	—
Other municipalities, . .	21	6.44	5	5	3	3	3	2	—	—	—
Full time,	12	5.74	2	6	2	2	—	—	—	—	—
Time-workers,	6	5.63	—	5	1	—	—	—	—	—	—
Piece-workers,	6	5.85	2	1	1	2	—	—	—	—	—
Boston and vicinity, . .	4	6.05	1	1	1	1	—	—	—	—	—
Other municipalities, . .	8	5.58	1	5	1	1	—	—	—	—	—
Forewomen.											
Full time,	67	11.59	—	—	1	—	7	5	19	23	12
Time-workers,	66	11.64	—	—	1	—	6	5	19	23	12
Piece-workers,	1	8.31	—	—	—	—	1	—	—	—	—
Boston and vicinity, . .	22	11.81	—	—	—	—	1	—	8	11	2
Other municipalities, . .	45	11.49	—	—	1	—	6	5	11	12	10
Full time,	64	11.70	—	—	—	—	6	5	19	22	12
Time-workers,	63	11.76	—	—	—	—	5	5	19	22	12
Piece-workers,	1	8.31	—	—	—	—	1	—	—	—	—
Boston and vicinity, . .	21	11.79	—	—	—	—	1	—	8	10	2
Other municipalities, . .	43	11.66	—	—	—	—	5	5	11	12	10
Gluers.											
Full time,	107	6.94	21	16	16	24	15	8	4	3	—
Time-workers,	46	6.13	13	9	6	9	7	2	—	—	—
Piece-workers,	61	7.56	8	7	10	15	8	6	4	3	—
Boston and vicinity, . .	49	6.55	16	10	3	7	6	2	2	3	—
Other municipalities, . .	58	7.28	5	6	13	17	9	6	2	—	—

TABLE E. — ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS
— CONTINUED.

Paper Box Making — Continued.

Females — Continued.

OCCUPATION CLASSIFICATION.	Total Number of Employees	Average Weekly Earnings	NUMBER OF EMPLOYEES EARNING A WEEK —								
			Under \$5	\$5 and under \$6	\$6 and under \$7	\$7 and under \$8	\$8 and under \$9	\$9 and under \$10	\$10 and under \$12	\$12 and under \$15	\$15 and under \$20
Glue — Con.											
Full time,	59	\$6.82	12	9	6	13	11	5	3	—	—
Time-workers,	38	6.29	9	8	4	8	7	2	—	—	—
Piece-workers,	21	7.80	3	1	2	5	4	3	3	—	—
Boston and vicinity, . .	35	6.27	11	7	1	7	6	2	1	—	—
Other municipalities, . .	24	7.63	1	2	5	6	5	3	2	—	—
Helpers, General.											
Full time,	157	4.59	117	14	11	6	5	3	1	—	—
Time-workers,	124	4.47	96	10	8	3	4	3	—	—	—
Piece-workers,	33	5.04	21	4	3	3	1	—	1	—	—
Boston and vicinity, . .	63	3.97	55	5	1	—	2	—	—	—	—
Brockton and vicinity, . .	20	3.94	19	1	—	—	—	—	—	—	—
Other municipalities, . .	74	5.29	43	8	10	6	3	3	1	—	—
Full time,	89	4.65	67	9	6	3	1	2	1	—	—
Time-workers,	84	4.55	65	8	6	2	1	2	—	—	—
Piece-workers,	5	6.37	2	1	—	1	—	—	1	—	—
Boston and vicinity, . .	39	4.26	34	4	—	—	1	—	—	—	—
Brockton and vicinity, . .	5	4.53	4	1	—	—	—	—	—	—	—
Other municipalities, . .	45	5.01	29	4	6	3	—	2	1	—	—
Liners, Hand.											
Full time,	33	11.08	1	2	2	3	2	2	10	6	5
Time-workers,	4	6.88	1	—	1	1	—	1	—	—	—
Piece-workers,	29	11.66	—	2	1	2	2	1	10	6	5
All municipalities, . . .	33	11.08	1	2	2	3	2	2	10	6	5
Full time,	3	6.67	1	—	—	1	—	1	—	—	—
Time-workers,	3	6.67	1	—	—	1	—	1	—	—	—
All municipalities, . . .	3	6.67	1	—	—	1	—	1	—	—	—
Machine Operators, n. s.											
Full time,	129	6.95	23	19	27	30	17	1	7	4	1
Time-workers,	54	5.68	21	12	8	6	7	—	—	—	—
Piece-workers,	75	7.86	2	7	19	24	10	1	7	4	1
Boston and vicinity, . .	11	8.73	—	—	1	3	5	—	—	2	—
Brockton and vicinity, . .	19	8.97	—	—	—	7	4	1	6	1	—
Other municipalities, . .	99	6.36	23	19	26	20	8	—	1	1	1
Full time,	77	6.85	17	13	19	9	11	1	3	3	1
Time-workers,	46	5.89	17	9	7	6	7	—	—	—	—
Piece-workers,	31	8.27	—	4	12	3	4	1	3	3	1
Boston and vicinity, . .	5	8.92	—	—	—	—	4	—	—	1	—
Brockton and vicinity, . .	7	9.94	—	—	—	1	1	1	3	1	—
Other municipalities, . .	65	6.36	17	13	19	8	6	—	—	1	1
Stayers.											
Full time,	165	8.42	17	23	22	20	18	20	18	20	7
Time-workers,	43	6.05	7	14	7	6	4	4	1	—	—
Piece-workers,	122	9.25	10	9	15	14	14	16	17	20	7
Boston and vicinity, . .	66	9.98	3	3	7	6	7	9	12	14	5
Other municipalities, . .	99	7.37	14	20	15	14	11	11	6	6	2
Full time,	61	8.37	4	13	7	7	7	7	5	9	2
Time-workers,	36	6.59	3	11	7	6	4	4	1	—	—
Piece-workers,	25	10.93	1	2	—	1	3	3	4	9	2
Boston and vicinity, . .	22	9.71	1	1	1	3	3	4	3	5	1
Other municipalities, . .	39	7.61	3	12	6	4	4	3	2	4	1

TABLE E.—ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS
— CONTINUED.

Paper Box Making — Continued.

Females — Continued.

OCCUPATION CLASSIFICATION.	Total Number of Employees	Average Weekly Earnings	NUMBER OF EMPLOYEES EARNING A WEEK —								
			Under \$5	\$5 and under \$6	\$6 and under \$7	\$7 and under \$8	\$8 and under \$9	\$9 and under \$10	\$10 and under \$12	\$12 and under \$15	\$15 and under \$20
Toppers.	162	\$8.00	16	17	22	32	20	24	24	4	3
Time-workers,	19	5.73	6	4	4	1	1	3	—	—	—
Piece-workers,	143	8.30	10	13	18	31	19	21	24	4	3
Boston and vicinity,	52	8.49	4	2	6	10	5	12	11	2	—
Brockton and vicinity,	23	8.80	—	1	4	7	5	—	4	1	1
Haverhill,	15	8.44	1	1	1	6	—	2	3	1	—
Lynn,	24	7.68	5	3	5	1	3	3	2	—	2
Other municipalities,	48	7.09	6	10	6	8	7	7	4	—	—
<i>Full time,</i>	<i>62</i>	<i>8.43</i>	<i>3</i>	<i>8</i>	<i>10</i>	<i>7</i>	<i>9</i>	<i>10</i>	<i>11</i>	<i>1</i>	<i>3</i>
Time-workers,	11	6.97	—	3	3	1	1	3	—	—	—
Piece-workers,	51	8.74	3	5	7	6	8	7	11	1	3
Boston and vicinity,	17	8.59	—	—	4	2	3	5	3	—	—
Brockton and vicinity,	5	11.30	—	—	—	—	2	—	2	—	1
Haverhill,	6	9.80	—	—	—	2	—	1	2	1	—
Lynn,	15	7.93	3	2	4	—	2	1	1	—	2
Other municipalities,	19	7.49	—	6	2	3	2	3	3	—	—
Trimmers.	37	7.47	9	3	3	5	7	5	4	1	—
Time-workers,	7	8.30	2	—	—	—	—	2	3	—	—
Piece-workers,	30	7.27	7	3	3	5	7	3	1	1	—
Boston and vicinity,	3	5.60	2	—	—	1	—	—	—	—	—
Haverhill,	32	7.48	7	3	3	4	7	4	3	1	—
Other municipalities,	2	10.04	—	—	—	—	—	1	1	—	—
<i>Full time,</i>	<i>9</i>	<i>8.38</i>	<i>3</i>	<i>—</i>	<i>—</i>	<i>—</i>	<i>1</i>	<i>1</i>	<i>3</i>	<i>1</i>	<i>—</i>
Time-workers,	6	8.02	2	—	—	—	—	1	3	—	—
Piece-workers,	3	9.09	1	—	—	—	1	—	—	1	—
Boston and vicinity,	2	4.50	2	—	—	—	—	—	—	—	—
Haverhill,	6	9.38	1	—	—	—	1	1	2	1	—
Other municipalities,	1	10.13	—	—	—	—	—	—	1	—	—
Turners-in.	61	4.25	44	16	1	—	—	—	—	—	—
Time-workers,	45	4.23	33	12	—	—	—	—	—	—	—
Piece-workers,	16	4.33	11	4	1	—	—	—	—	—	—
Boston and vicinity,	5	3.68	5	—	—	—	—	—	—	—	—
Other municipalities,	56	4.31	39	16	1	—	—	—	—	—	—
<i>Full time,</i>	<i>31</i>	<i>4.59</i>	<i>20</i>	<i>10</i>	<i>1</i>	<i>—</i>	<i>—</i>	<i>—</i>	<i>—</i>	<i>—</i>	<i>—</i>
Time-workers,	26	4.52	18	8	—	—	—	—	—	—	—
Piece-workers,	5	4.95	2	2	1	—	—	—	—	—	—
Boston and vicinity,	4	3.88	4	—	—	—	—	—	—	—	—
Other municipalities,	27	4.69	16	10	1	—	—	—	—	—	—
Wrapping Machine Operators.	153	8.86	5	12	17	20	23	25	38	10	2
Time-workers,	19	6.49	4	5	2	3	2	2	—	1	—
Piece-workers,	134	9.19	2	7	15	17	21	23	38	9	2
Boston and vicinity,	76	9.18	2	6	9	6	11	13	22	5	2
Other municipalities,	77	8.54	4	6	8	14	12	12	16	5	—
<i>Full time,</i>	<i>47</i>	<i>8.66</i>	<i>2</i>	<i>4</i>	<i>5</i>	<i>7</i>	<i>8</i>	<i>8</i>	<i>11</i>	<i>2</i>	<i>—</i>
Time-workers,	8	5.91	1	3	1	3	—	—	—	—	—
Piece-workers,	39	9.23	1	1	4	4	8	8	11	2	—
Boston and vicinity,	35	8.68	2	2	4	4	8	5	9	1	—
Other municipalities,	12	8.62	—	2	1	3	—	3	2	1	—

TABLE E. — ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS
— CONTINUED.

Paper Box Making — Concluded.

Females — Concluded.

OCCUPATION CLASSIFICATION.	Total Number of Employees	Average Weekly Earnings	NUMBER OF EMPLOYEES EARNING A WEEK —								
			Under \$5	\$5 and under \$6	\$6 and under \$7	\$7 and under \$8	\$8 and under \$9	\$9 and under \$10	\$10 and under \$12	\$12 and under \$15	\$15 and under \$20
Other Occupations.	218	\$7.88	45	22	20	21	33	30	29	14	4
Time-workers,	93	7.35	33	5	4	4	14	13	10	9	1
Piece-workers,	125	8.27	12	17	16	17	19	17	19	5	3
Boston and vicinity,	65	5.96	34	3	5	6	6	6	5	—	—
Other municipalities,	153	8.69	11	19	15	15	27	24	24	14	4
<i>Full time,</i>	<i>95</i>	<i>7.81</i>	<i>29</i>	<i>7</i>	<i>6</i>	<i>3</i>	<i>11</i>	<i>15</i>	<i>12</i>	<i>10</i>	<i>2</i>
Time-workers,	68	7.16	27	4	4	—	9	10	6	7	1
Piece-workers,	27	9.44	2	3	2	3	2	5	6	3	1
Boston and vicinity,	40	5.42	26	3	1	2	2	5	1	—	—
Other municipalities,	55	9.55	3	4	5	1	9	10	11	10	2
GENERAL OCCUPATIONS, PRODUCING DEPARTMENTS.	219	7.27	34	36	37	30	30	17	29	4	2
Cutters, Stock.	15	9.22	1	1	2	1	—	1	9	—	—
Time-workers,	15	9.22	1	1	2	1	—	1	9	—	—
Boston and vicinity,	4	6.00	—	1	2	1	—	—	—	—	—
Other municipalities,	11	10.39	1	—	—	—	—	1	9	—	—
<i>Full time,</i>	<i>14</i>	<i>9.59</i>	<i>—</i>	<i>1</i>	<i>2</i>	<i>1</i>	<i>—</i>	<i>1</i>	<i>9</i>	<i>—</i>	<i>—</i>
Time-workers,	14	9.59	—	1	2	1	—	1	9	—	—
Boston and vicinity,	4	6.00	—	1	2	1	—	—	—	—	—
Other municipalities,	10	11.03	—	—	—	—	—	1	9	—	—
Labelers.	121	7.28	15	29	19	12	15	12	14	4	1
Time-workers,	36	6.45	6	10	6	4	4	6	—	—	—
Piece-workers,	85	7.63	9	19	13	8	11	6	14	4	1
Boston and vicinity,	25	7.37	4	4	4	1	2	6	4	—	—
Haverhill,	17	8.92	1	—	5	1	2	2	3	3	—
Other municipalities,	79	6.89	10	25	10	10	11	4	7	1	1
<i>Full time,</i>	<i>64</i>	<i>7.40</i>	<i>5</i>	<i>15</i>	<i>11</i>	<i>9</i>	<i>8</i>	<i>7</i>	<i>6</i>	<i>3</i>	<i>—</i>
Time-workers,	28	6.80	2	9	6	2	3	6	—	—	—
Piece-workers,	36	7.88	3	6	5	7	5	1	6	3	—
Boston and vicinity,	8	7.29	1	—	2	1	1	3	—	—	—
Haverhill,	11	10.07	—	—	2	1	1	1	3	3	—
Other municipalities,	45	6.77	4	15	7	7	6	3	3	—	—
Other Occupations.	83	6.89	18	6	16	17	15	4	8	—	1
Time-workers,	73	7.11	14	2	16	16	14	4	6	—	1
Piece-workers,	10	5.34	4	4	—	1	1	—	—	—	—
Boston and vicinity,	21	6.31	9	1	2	1	5	1	2	—	—
Other municipalities,	62	7.09	9	5	14	16	10	3	4	—	1
<i>Full time,</i>	<i>44</i>	<i>7.48</i>	<i>5</i>	<i>2</i>	<i>11</i>	<i>11</i>	<i>6</i>	<i>3</i>	<i>5</i>	<i>—</i>	<i>1</i>
Time-workers,	44	7.48	5	2	11	11	6	3	5	—	1
Boston and vicinity,	13	7.41	2	1	2	1	4	1	2	—	—
Other municipalities,	31	7.51	3	1	9	10	2	2	3	—	1

TABLE E. — ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS
— CONTINUED.

Envelope Making.

Males.

OCCUPATION CLASSIFICATION.	Total Number of Employees	Average Weekly Earnings	NUMBER OF EMPLOYEES EARNING A WEEK —							
			Under \$5	\$5 and under \$6	\$6 and under \$8	\$8 and under \$10	\$10 and under \$12	\$12 and under \$15	\$15 and under \$20	\$20 and over
ALL OCCUPATIONS.	890	\$14.54	17	32	57	92	85	189	283	134
PRODUCTIVE OCCUPATIONS.	300	15.90	1	10	9	25	28	64	92	71
Envelope Cutters.	127	15.64	—	—	1	10	9	37	55	15
Time-workers,	118	15.49	—	—	1	10	9	34	50	14
Piece-workers,	9	17.65	—	—	—	—	—	3	5	1
Worcester,	62	16.62	—	—	—	3	3	18	29	9
Springfield,	38	14.94	—	—	1	4	4	7	18	4
Other municipalities,	27	14.38	—	—	—	3	2	12	8	2
<i>Full time,</i>	<i>86</i>	<i>15.96</i>	—	—	—	7	5	20	42	12
Time-workers,	79	15.72	—	—	—	7	5	19	37	11
Piece-workers,	7	18.73	—	—	—	—	—	1	5	1
Worcester,	43	16.95	—	—	—	1	2	11	22	7
Springfield,	25	14.95	—	—	—	3	3	4	12	3
Other municipalities,	18	15.02	—	—	—	3	—	5	8	2
Foremen.	20	22.06	—	—	—	—	—	1	5	14
Time-workers,	20	22.06	—	—	—	—	—	1	5	14
All municipalities,	20	22.06	—	—	—	—	—	1	5	14
<i>Full time,</i>	<i>20</i>	<i>22.06</i>	—	—	—	—	—	1	5	14
Time-workers,	20	22.06	—	—	—	—	—	1	5	14
All municipalities,	20	22.06	—	—	—	—	—	1	5	14
Helpers, General.	23	9.60	—	4	3	5	6	4	1	—
Time-workers,	23	9.60	—	4	3	5	6	4	1	—
Springfield,	13	10.01	—	2	1	4	3	2	1	—
Other municipalities,	10	9.05	—	2	2	1	3	2	—	—
<i>Full time,</i>	<i>13</i>	<i>9.06</i>	—	4	1	1	4	3	—	—
Time-workers,	13	9.05	—	4	1	1	4	3	—	—
Springfield,	8	9.32	—	2	1	1	2	2	—	—
Other municipalities,	5	8.61	—	2	—	—	2	1	—	—
Machine Adjusters.	72	18.68	—	—	1	—	8	14	17	32
Time-workers,	72	18.68	—	—	1	—	8	14	17	32
Worcester,	37	18.33	—	—	—	—	4	11	7	15
Springfield,	21	19.68	—	—	1	—	2	1	6	11
Other municipalities,	14	18.12	—	—	—	—	2	2	4	6
<i>Full time,</i>	<i>48</i>	<i>19.85</i>	—	—	1	—	4	6	12	25
Time-workers,	48	19.85	—	—	1	—	4	6	12	25
Worcester,	21	19.98	—	—	—	—	2	4	4	11
Springfield,	19	19.47	—	—	1	—	2	1	5	10
Other municipalities,	8	20.41	—	—	—	—	—	1	3	4
Other Occupations.	58	13.38	1	6	4	10	5	8	14	10
Time-workers,	56	13.62	1	6	2	10	5	8	14	10
Piece-workers,	2	6.60	—	—	2	—	—	—	—	—
Worcester,	19	11.20	—	4	3	4	2	1	3	2
Springfield,	13	14.08	1	1	1	—	1	2	5	2
Other municipalities,	26	14.61	—	1	—	6	2	5	6	6
<i>Full time,</i>	<i>36</i>	<i>13.50</i>	—	5	1	8	2	4	8	8
Time-workers,	36	13.50	—	5	1	8	2	4	8	8
Worcester,	11	8.10	—	4	1	4	1	—	1	—
Springfield,	10	15.92	—	1	—	—	1	1	5	2
Other municipalities,	15	15.86	—	—	—	4	—	3	2	0

TABLE E.—ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS

— CONTINUED.

Envelope Making — Continued.

Males — Continued.

OCCUPATION CLASSIFICATION.	Total Number of Employees	Average Weekly Earnings	NUMBER OF EMPLOYEES EARNING A WEEK —							
			Under \$5	\$5 and under \$6	\$6 and under \$8	\$8 and under \$10	\$10 and under \$12	\$12 and under \$15	\$15 and under \$20	\$20 and over
GENERAL OCCUPATIONS, PRODUCING DEPARTMENTS.	410	\$12.78	16	22	46	59	46	90	89	42
Packers.	82	12.85	1	1	3	14	12	28	20	3
Time-workers, . . .	82	12.85	1	1	3	14	12	28	20	3
Worcester,	35	12.96	1	1	1	3	5	15	7	2
Springfield,	34	12.33	—	—	2	9	6	8	8	1
Other municipalities, .	13	13.94	—	—	—	2	1	5	5	—
<i>Full time,</i>	<i>33</i>	<i>12.78</i>	<i>1</i>	<i>—</i>	<i>1</i>	<i>7</i>	<i>6</i>	<i>9</i>	<i>9</i>	<i>1</i>
Time-workers,	33	12.78	1	—	1	7	5	9	9	1
Worcester,	8	12.26	1	—	—	—	2	3	2	—
Springfield,	20	13.02	—	—	1	6	2	3	7	1
Other municipalities, .	5	12.65	—	—	—	1	1	3	—	—
Printers.	167	13.63	4	14	29	20	12	14	44	30
Time-workers,	158	13.27	4	14	28	20	11	13	43	25
Piece-workers,	9	20.02	—	—	1	—	1	1	1	5
Worcester,	45	14.43	1	2	7	1	6	4	17	7
Springfield,	51	12.85	2	2	10	13	2	2	12	8
Other municipalities, .	71	13.68	1	10	12	6	4	8	15	15
<i>Full time,</i>	<i>86</i>	<i>14.07</i>	<i>—</i>	<i>11</i>	<i>14</i>	<i>12</i>	<i>8</i>	<i>4</i>	<i>25</i>	<i>17</i>
Time-workers,	81	13.51	—	11	13	12	3	4	24	14
Piece-workers,	5	23.15	—	—	1	—	—	—	1	3
Worcester,	23	16.35	—	1	2	—	1	2	12	5
Springfield,	36	13.68	—	2	5	11	2	1	8	7
Other municipalities, .	27	12.64	—	8	7	1	—	1	5	5
Shippers.	35	14.06	1	—	1	1	4	16	9	3
Time-workers,	35	14.06	1	—	1	1	4	16	9	3
All municipalities, . . .	35	14.06	1	—	1	1	4	16	9	3
<i>Full time,</i>	<i>7</i>	<i>17.25</i>	<i>—</i>	<i>—</i>	<i>1</i>	<i>—</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>—</i>
Time-workers,	7	17.25	—	—	1	—	1	2	3	—
All municipalities, . . .	7	17.25	—	—	1	—	1	2	3	—
Stock Clerks.	31	11.57	2	—	2	11	3	5	7	1
Time-workers,	31	11.57	2	—	2	11	3	5	7	1
All municipalities, . . .	31	11.57	2	—	2	11	3	5	7	1
<i>Full time,</i>	<i>12</i>	<i>14.47</i>	<i>—</i>	<i>—</i>	<i>1</i>	<i>2</i>	<i>—</i>	<i>3</i>	<i>5</i>	<i>1</i>
Time-workers,	12	14.47	—	—	1	2	—	3	5	1
All municipalities, . . .	12	14.47	—	—	1	2	—	3	5	1
Other Occupations.	95	11.16	8	7	11	13	15	27	9	5
Time-workers,	92	11.05	8	7	11	13	15	25	8	5
Piece-workers,	3	14.34	—	—	—	—	—	2	1	—
Worcester,	19	13.00	2	1	3	—	1	5	5	2
Springfield,	24	9.50	3	1	5	5	3	5	2	—
Other municipalities, .	52	11.25	3	5	3	8	11	17	2	3
<i>Full time,</i>	<i>45</i>	<i>11.28</i>	<i>3</i>	<i>5</i>	<i>6</i>	<i>9</i>	<i>4</i>	<i>9</i>	<i>6</i>	<i>3</i>
Time-workers,	45	11.28	3	5	6	9	4	9	6	3
Worcester,	9	12.78	2	—	1	—	—	2	3	1
Springfield,	18	10.29	—	1	5	4	2	4	2	—
Other municipalities, .	18	11.52	1	4	—	5	2	3	1	2

TABLE E.—ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS
— CONTINUED.

Envelope Making — Continued.

Males — Concluded.

OCCUPATION CLASSIFICATION.	Total Number of Employees	Average Weekly Earnings	NUMBER OF EMPLOYEES EARNING A WEEK —							
			Under \$5	\$5 and under \$6	\$6 and under \$8	\$8 and under \$10	\$10 and under \$12	\$12 and under \$15	\$15 and under \$20	\$20 and over
POWER, MECHANICAL, AND YARD FORCE.	180	\$16.28	-	-	2	8	12	35	102	21
Engineers.	10	19.49	-	-	-	-	-	-	7	3
Time-workers,	10	19.49	-	-	-	-	-	-	7	3
All municipalities,	10	19.49	-	-	-	-	-	-	7	3
<i>Full time,</i>	<i>9</i>	<i>18.88</i>	-	-	-	-	-	-	7	2
Time-workers,	9	18.88	-	-	-	-	-	-	7	2
All municipalities,	9	18.88	-	-	-	-	-	-	7	2
Machinists.	109	17.18	-	-	-	2	4	17	72	14
Time-workers,	109	17.18	-	-	-	2	4	17	72	14
Worcester,	71	16.93	-	-	-	1	4	10	49	7
Springfield,	19	17.11	-	-	-	-	-	4	13	2
Other municipalities,	19	18.19	-	-	-	1	-	3	10	5
<i>Full time,</i>	<i>64</i>	<i>18.04</i>	-	-	-	-	-	8	45	11
Time-workers,	64	18.04	-	-	-	-	-	8	45	11
Worcester,	35	17.72	-	-	-	-	-	4	26	5
Springfield,	18	17.32	-	-	-	-	-	3	13	2
Other municipalities,	11	20.22	-	-	-	-	-	1	6	4
Other Occupations.	61	14.14	-	-	2	6	8	18	23	4
Time-workers,	61	14.14	-	-	2	6	8	18	23	4
Worcester,	26	13.60	-	-	1	4	4	6	9	2
Other municipalities,	35	14.53	-	-	1	2	4	12	14	2
<i>Full time,</i>	<i>26</i>	<i>14.39</i>	-	-	-	4	1	8	11	2
Time-workers,	26	14.39	-	-	-	4	1	8	11	2
Worcester,	10	12.82	-	-	-	3	1	2	3	1
Other municipalities,	16	15.37	-	-	-	1	-	6	8	1

Females.

OCCUPATION CLASSIFICATION.	Total Number of Employees	Average Weekly Earnings	NUMBER OF EMPLOYEES EARNING A WEEK —							
			Under \$5	\$5 and under \$6	\$6 and under \$8	\$8 and under \$10	\$10 and under \$12	\$12 and under \$15	\$15 and under \$20	\$20 and over
ALL OCCUPATIONS.	1,642	\$7.38	186	267	565	456	123	38		7
PRODUCTIVE OCCUPATIONS.	1,350	7.36	163	215	464	372	98	31		7
Boxers.	174	6.88	19	45	62	37	10	1		-
Time-workers,	109	6.37	14	37	39	16	2	1		-
Piece-workers,	65	7.74	5	8	23	21	8	-		-
Springfield,	97	6.48	14	31	31	19	2	-		-
Other municipalities,	77	7.38	5	14	31	18	8	1		-

TABLE E.—ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS
— CONTINUED.

Envelope Making — Continued.

Females — Continued.

OCCUPATION CLASSIFICATION.	Total Number of Em- ployees	Aver- age Weekly Earn- ings	NUMBER OF EMPLOYEES EARNING A WEEK —						
			Under \$5	\$5 and under \$6	\$6 and under \$8	\$8 and under \$10	\$10 and under \$12	\$12 and under \$15	\$15 and under \$20
Boxers — Con.									
<i>Full time,</i>	114	\$6.91	7	33	45	24	4	1	—
Time-workers,	87	6.69	6	29	35	14	2	1	—
Piece-workers,	27	7.63	1	4	10	10	2	—	—
Springfield,	74	6.70	6	25	27	15	1	—	—
Other municipalities,	40	7.30	1	8	18	9	3	1	—
Clasp Attachers.									
<i>Full time,</i>	81	6.13	14	30	26	10	1	—	—
Time-workers,	10	6.08	—	6	3	1	—	—	—
Piece-workers,	71	6.14	14	24	23	9	1	—	—
Worcester,	81	6.13	14	30	26	10	1	—	—
<i>Full time,</i>	13	6.21	—	7	5	1	—	—	—
Time-workers,	10	6.08	—	6	3	1	—	—	—
Piece-workers,	3	6.66	—	1	2	—	—	—	—
Worcester,	13	6.21	—	7	5	1	—	—	—
Counters.									
<i>Full time,</i>	24	7.73	1	2	8	11	2	—	—
Time-workers,	21	7.69	1	2	7	9	2	—	—
Piece-workers,	3	8.00	—	—	1	2	—	—	—
Springfield,	9	8.00	—	—	3	6	—	—	—
Other municipalities,	15	7.56	1	2	5	5	2	—	—
<i>Full time,</i>	17	8.12	—	1	5	9	2	—	—
Time-workers,	16	8.05	—	1	5	8	2	—	—
Piece-workers,	1	9.24	—	—	—	1	—	—	—
Springfield,	8	8.15	—	—	2	6	—	—	—
Other municipalities,	9	8.10	—	1	3	3	2	—	—
Edge Tinters.									
<i>Full time,</i>	39	9.36	1	3	10	9	9	6	1
Time-workers,	4	7.12	—	1	1	2	—	—	—
Piece-workers,	35	9.61	1	2	9	7	9	6	1
All municipalities,	39	9.36	1	3	10	9	9	6	1
<i>Full time,</i>	5	8.42	—	—	1	4	—	—	—
Time-workers,	2	8.25	—	—	—	2	—	—	—
Piece-workers,	3	8.54	—	—	1	2	—	—	—
All municipalities,	5	8.42	—	—	1	4	—	—	—
Envelope Machine Operators.									
<i>Full time,</i>	602	7.56	50	50	240	211	35	5	—
Time-workers,	88	7.82	4	8	30	42	2	2	—
Piece-workers,	514	7.52	46	52	210	169	33	4	—
Worcester,	314	7.20	37	42	132	81	21	1	—
Springfield,	172	7.84	10	11	64	81	4	2	—
Other municipalities,	116	8.12	3	7	44	49	10	3	—
<i>Full time,</i>	148	7.95	3	14	54	68	5	4	—
Time-workers,	72	8.10	—	7	24	37	2	2	—
Piece-workers,	76	7.80	3	7	30	31	3	2	—
Worcester,	44	7.26	3	5	22	14	—	—	—
Springfield,	58	8.21	—	5	15	35	1	2	—
Other municipalities,	46	8.27	—	4	17	19	4	2	—
Folders, Hand.									
<i>Full time,</i>	273	6.80	65	48	77	56	20	7	—
Time-workers,	69	6.41	23	16	11	14	2	3	—
Piece-workers,	204	6.93	42	32	66	42	18	4	—
Worcester,	166	6.81	36	29	54	30	15	2	—
Springfield,	34	6.95	7	6	7	11	2	1	—
Other municipalities,	73	6.70	22	13	16	15	3	4	—

TABLE E. — ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS
— CONTINUED.

Envelope Making — Continued.

Females — Continued.

OCCUPATION CLASSIFICATION.	Total Number of Em- ployees	Average Weekly Earn- ings	NUMBER OF EMPLOYEES EARNING A WEEK —						
			Under \$5	\$5 and under \$6	\$6 and under \$8	\$8 and under \$10	\$10 and under \$12	\$12 and under \$15	\$15 and under \$20
Folders, Hand — Con.									
<i>Full time,</i>	117	\$6.86	27	21	33	25	7	4	—
Time-workers,	65	6.39	22	15	10	13	2	3	—
Piece-workers,	52	7.45	5	6	23	12	5	1	—
Worcester,	41	7.18	5	7	15	10	3	1	—
Springfield,	11	8.63	—	1	2	6	1	1	—
Other municipalities,	65	6.35	22	13	16	9	3	2	—
Sealers, Hand.	47	7.85	2	10	11	19	3	2	—
Time-workers,	27	7.29	1	8	6	12	—	—	—
Piece-workers,	20	8.60	1	2	5	7	3	2	—
Worcester,	16	7.28	1	3	6	6	—	—	—
Springfield,	16	6.95	1	7	2	6	—	—	—
Other municipalities,	15	9.41	—	—	3	7	3	2	—
<i>Full time,</i>	24	7.70	1	6	5	10	1	1	—
Time-workers,	20	7.27	1	6	4	9	—	—	—
Piece-workers,	4	9.86	—	—	1	1	1	1	—
Worcester,	2	8.01	—	—	1	1	—	—	—
Springfield,	13	6.80	1	5	2	4	—	—	—
Other municipalities,	9	8.94	—	—	2	5	1	1	—
Other Occupations.	110	8.29	11	17	30	19	12	9	6
Time-workers,	106	8.25	11	17	27	19	18	9	5
Piece-workers,	4	9.51	—	—	3	—	—	—	1
Worcester,	17	8.02	—	4	8	—	3	1	1
Springfield,	34	7.51	6	7	8	6	4	2	1
Other municipalities,	59	8.83	5	6	14	13	11	6	4
<i>Full time,</i>	75	8.75	4	10	21	15	12	7	6
Time-workers,	72	8.70	4	10	19	15	12	7	5
Piece-workers,	3	10.07	—	—	2	—	—	—	1
Worcester,	14	8.55	—	1	8	—	3	1	1
Springfield,	28	8.20	2	5	8	6	4	2	1
Other municipalities,	33	9.31	2	4	5	9	5	4	4
GENERAL OCCUPATIONS, PRODUCING DEPART- MENTS.	292	7.51	23	52	101	84	25	7	—
Die Stamp Machine Operators.	22	5.69	7	7	7	1	—	—	—
Time-workers,	22	5.69	7	7	7	1	—	—	—
Worcester,	22	5.69	7	7	7	1	—	—	—
<i>Full time,</i>	11	6.11	4	1	5	1	—	—	—
Time-workers,	11	6.11	4	1	5	1	—	—	—
Worcester,	11	6.11	4	1	5	1	—	—	—
Packers.	22	7.51	—	2	15	3	1	1	—
Time-workers,	21	7.37	—	2	15	3	—	1	—
Piece-workers,	1	10.46	—	—	—	—	1	—	—
Springfield,	19	7.47	—	1	14	3	—	1	—
Other municipalities,	3	7.75	—	1	1	—	1	—	—
<i>Full time,</i>	20	7.39	—	2	14	3	—	1	—
Time-workers,	20	7.39	—	2	14	3	—	1	—
Springfield,	19	7.47	—	1	14	3	—	1	—
Other municipalities,	1	5.94	—	1	—	—	—	—	—

TABLE E. — ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS
— CONTINUED.

Envelope Making — Concluded.

Females — Concluded.

OCCUPATION CLASSIFICATION.	Total Num- ber of Em- ployees	Aver- age Weekly Earn- ings	NUMBER OF EMPLOYEES EARNING A WEEK —						
			Under \$5	\$5 and under \$6	\$6 and under \$8	\$8 and under \$10	\$10 and under \$12	\$12 and under \$15	\$15 and under \$20
Printers.	193	\$7.78	11	31	62	65	19	5	—
Time-workers,	59	7.29	3	16	15	21	4	—	—
Piece-workers,	134	7.99	8	15	47	44	15	5	—
Worcester,	105	7.76	7	15	43	25	10	5	—
Springfield,	29	7.20	2	9	4	12	2	—	—
Other municipalities,	59	8.09	2	7	15	28	7	—	—
<i>Full time,</i>	<i>66</i>	<i>8.09</i>	<i>—</i>	<i>13</i>	<i>16</i>	<i>29</i>	<i>8</i>	<i>—</i>	<i>—</i>
Time-workers,	38	7.59	—	13	6	16	3	—	—
Piece-workers,	28	8.78	—	—	10	13	5	—	—
Worcester,	15	8.40	—	—	9	3	3	—	—
Springfield,	18	7.19	—	8	2	7	1	—	—
Other municipalities,	33	8.45	—	5	5	19	4	—	—
Other Occupations.	55	7.28	5	12	17	15	5	1	—
Time-workers,	47	7.23	5	10	14	13	4	1	—
Piece-workers,	8	7.52	—	2	3	2	1	—	—
Worcester,	11	8.45	—	—	5	4	1	1	—
Springfield,	16	7.03	1	6	3	5	1	—	—
Other municipalities,	28	6.92	4	6	9	6	3	—	—
<i>Full time,</i>	<i>37</i>	<i>7.46</i>	<i>2</i>	<i>10</i>	<i>10</i>	<i>8</i>	<i>5</i>	<i>1</i>	<i>—</i>
Time-workers,	33	7.30	2	10	9	7	4	1	—
Piece-workers,	4	8.80	—	—	1	2	1	—	—
Worcester,	8	8.52	—	—	4	2	1	1	—
Springfield,	14	7.14	1	6	1	5	1	—	—
Other municipalities,	15	7.19	1	4	5	2	3	—	—

Other Paper Products.

Males.

OCCUPATION CLASSIFICATION.	Total Num- ber of Em- ployees	Aver- age Weekly Earn- ings	NUMBER OF EMPLOYEES EARNING A WEEK —							
			Under \$5	\$5 and under \$6	\$6 and under \$8	\$8 and under \$10	\$10 and under \$12	\$12 and under \$15	\$15 and under \$20	\$20 and over
ALL OCCUPATIONS.	2,225	\$12.88	96	73	205	328	349	457	485	1,231
PRODUCTIVE OCCUPATIONS.	1,318	12.14	64	52	150	236	229	249	219	119
Calendermen.	53	9.81	5	3	5	15	12	7	5	1
Time-workers,	52	9.73	5	3	5	15	12	6	5	1
Piece-workers,	1	14.38	—	—	—	—	—	1	—	—
Holyoke,	18	10.47	—	—	—	10	5	—	3	—
Springfield,	14	11.96	—	1	1	4	5	1	1	—
Other municipalities,	21	7.82	5	2	4	4	3	2	1	—
<i>Full time,</i>	<i>18</i>	<i>11.97</i>	<i>—</i>	<i>—</i>	<i>1</i>	<i>3</i>	<i>8</i>	<i>5</i>	<i>2</i>	<i>1</i>
Time-workers,	18	11.97	—	—	1	3	6	5	2	1
Springfield,	13	12.49	—	—	1	1	4	5	1	1
Other municipalities,	5	10.60	—	—	—	2	2	—	1	—

¹ Including 24 employees earning \$30 and over.

TABLE E. — ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS
— CONTINUED.

Other Paper Products — Continued.

Males — Continued.

OCCUPATION CLASSIFICATION.	Total Number of Employees	Average Weekly Earnings	NUMBER OF EMPLOYEES EARNING A WEEK —							
			Under \$5	\$5 and under \$6	\$6 and under \$8	\$8 and under \$10	\$10 and under \$12	\$12 and under \$15	\$15 and under \$20	\$20 and over
Coaters.	130	\$11.24	7	2	14	44	18	21	19	5
Time-workers,	130	11.24	7	2	14	44	18	21	19	5
Springfield,	29	9.23	3	—	8	12	—	2	4	—
Other municipalities, . . .	101	11.82	4	2	6	32	18	19	15	5
<i>Full time,</i>	<i>73</i>	<i>11.82</i>	<i>—</i>	<i>—</i>	<i>9</i>	<i>31</i>	<i>10</i>	<i>8</i>	<i>11</i>	<i>4</i>
Time-workers,	73	11.82	—	—	9	31	10	8	11	4
Springfield,	26	9.95	—	—	8	12	—	2	4	—
Other municipalities, . . .	47	12.86	—	—	1	19	10	6	7	4
Coated Paper Mill Employees, n. e. s.	89	11.58	6	2	9	7	23	26	11	5
Time-workers,	84	11.20	6	2	9	7	23	25	8	4
Piece-workers,	5	18.07	—	—	—	—	—	1	3	1
Holyoke,	10	10.52	—	—	1	2	4	3	—	—
Springfield,	19	9.84	5	—	4	2	2	1	4	1
Other municipalities, . . .	60	12.31	1	2	4	3	17	22	7	4
<i>Full time,</i>	<i>31</i>	<i>12.54</i>	<i>—</i>	<i>1</i>	<i>2</i>	<i>1</i>	<i>9</i>	<i>12</i>	<i>4</i>	<i>2</i>
Time-workers,	30	12.50	—	1	2	1	9	11	4	2
Piece-workers,	1	13.85	—	—	—	—	—	1	—	—
Holyoke,	1	13.85	—	—	—	—	—	1	—	—
Springfield,	8	11.74	—	—	2	1	2	—	3	—
Other municipalities, . . .	22	12.77	—	1	—	—	7	11	1	2
Color Mixers.	52	13.40	2	—	1	17	9	9	5	9
Time-workers,	52	13.40	2	—	1	17	9	9	5	9
Boston and vicinity, . . .	7	18.94	—	—	—	2	—	1	1	3
Holyoke,	16	9.96	—	—	1	9	5	—	—	—
Springfield,	12	14.87	—	—	—	3	2	4	—	3
Other municipalities, . . .	17	13.33	2	—	—	3	2	4	3	3
<i>Full time,</i>	<i>18</i>	<i>17.51</i>	<i>—</i>	<i>—</i>	<i>—</i>	<i>1</i>	<i>3</i>	<i>6</i>	<i>2</i>	<i>6</i>
Time-workers,	18	17.51	—	—	—	1	3	6	2	6
Boston and vicinity, . . .	4	24.75	—	—	—	—	—	1	—	3
Springfield,	10	16.08	—	—	—	1	2	4	—	3
Other municipalities, . . .	4	13.88	—	—	—	—	1	1	2	—
Cutters.	159	13.07	6	4	11	20	26	35	43	14
Time-workers,	134	13.42	6	4	5	16	19	30	40	14
Piece-workers,	25	11.17	—	—	6	4	7	5	3	—
Boston and vicinity, . . .	29	15.50	—	—	—	1	3	3	21	1
Holyoke,	29	10.72	3	1	2	7	3	9	3	1
Other municipalities, . . .	101	13.04	3	3	9	12	20	23	19	12
<i>Full time,</i>	<i>84</i>	<i>12.24</i>	<i>1</i>	<i>3</i>	<i>9</i>	<i>9</i>	<i>14</i>	<i>23</i>	<i>22</i>	<i>3</i>
Time-workers,	71	12.63	1	3	5	6	12	19	22	3
Piece-workers,	13	10.13	—	—	4	3	2	4	—	—
Boston and vicinity, . . .	23	15.33	—	—	—	1	2	3	16	1
Holyoke,	19	11.26	1	1	1	5	2	6	2	1
Other municipalities, . . .	42	11.00	—	2	8	3	10	14	4	1
Foremen.	65	22.50	—	—	—	1	3	5	18	38
Time-workers,	65	22.50	—	—	—	1	3	5	18	38
Boston and vicinity, . . .	15	23.12	—	—	—	—	1	—	5	9
Other municipalities, . . .	50	22.32	—	—	—	1	2	5	13	29
<i>Full time,</i>	<i>50</i>	<i>22.90</i>	<i>—</i>	<i>—</i>	<i>—</i>	<i>—</i>	<i>3</i>	<i>3</i>	<i>13</i>	<i>31</i>
Time-workers,	50	22.90	—	—	—	—	3	3	13	31
Boston and vicinity, . . .	14	23.39	—	—	—	—	1	—	4	9
Other municipalities, . . .	36	22.71	—	—	—	—	2	3	9	22

TABLE E. — ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS

— CONTINUED.

Other Paper Products — Continued.

Males — Continued.

OCCUPATION CLASSIFICATION.	Total Number of Employees	Average Weekly Earnings	NUMBER OF EMPLOYEES EARNING A WEEK —							
			Under \$5	\$5 and under \$6	\$6 and under \$8	\$8 and under \$10	\$10 and under \$12	\$12 and under \$15	\$15 and under \$20	\$20 and over
Helpers.	60	\$7.87	15	6	9	14	8	7	1	—
Time-workers,	60	7.87	15	6	9	14	8	7	1	—
Boston and vicinity,	20	6.36	8	2	2	6	2	—	—	—
Holyoke,	11	7.90	1	2	3	4	—	1	—	—
Other municipalities,	29	8.90	6	2	4	4	6	6	1	—
Full time,	30	7.51	6	4	5	9	5	1	—	—
Time-workers,	30	7.51	6	4	5	9	5	1	—	—
Boston and vicinity,	14	6.64	6	1	1	4	2	—	—	—
Holyoke,	5	9.26	—	1	—	3	—	1	—	—
Other municipalities,	11	7.82	—	2	4	2	3	—	—	—
Machine Operators and Tenders.	228	12.02	4	3	29	40	44	46	52	10
Time-workers,	211	12.01	4	3	27	37	41	41	48	10
Piece-workers,	17	12.11	—	—	2	3	3	5	4	—
Boston and vicinity,	21	8.94	2	1	9	1	—	4	4	—
Holyoke,	12	13.63	—	—	2	4	1	1	2	2
Springfield,	20	11.53	—	—	1	2	10	6	—	1
Other municipalities,	175	12.33	2	2	17	33	33	35	46	7
Full time,	111	11.35	—	1	14	23	24	22	26	1
Time-workers,	108	11.23	—	1	14	23	24	22	23	1
Piece-workers,	3	15.93	—	—	—	—	—	—	3	—
Boston and vicinity,	18	9.72	—	1	8	1	—	4	4	—
Holyoke,	1	9.45	—	—	—	1	—	—	—	—
Springfield,	16	11.76	—	—	—	1	10	4	—	1
Other municipalities,	76	11.68	—	—	6	20	14	14	22	—
Pressmen.	160	12.60	5	9	15	19	22	50	25	15
Time-workers,	145	12.93	4	9	11	16	18	47	25	15
Piece-workers,	15	9.43	1	—	4	3	4	3	—	—
Boston and vicinity,	61	12.13	1	2	5	9	11	23	7	3
Springfield,	14	13.59	—	—	4	2	—	2	4	2
Other municipalities,	85	12.78	4	7	6	8	11	25	14	10
Full time,	52	13.11	—	5	1	7	4	17	14	4
Time-workers,	52	13.11	—	5	1	7	4	17	14	4
Boston and vicinity,	24	13.27	—	—	—	5	3	11	3	2
Springfield,	7	13.82	—	—	1	1	—	1	4	—
Other municipalities,	21	12.69	—	5	—	1	1	5	7	2
Printers, Wall Paper.	43	12.72	1	4	15	7	—	—	4	12
Time-workers,	43	12.72	1	4	15	7	—	—	4	12
Boston and vicinity,	10	20.25	—	—	1	1	—	—	3	5
Other municipalities,	33	10.43	1	4	14	6	—	—	1	7
Full time,	10	20.25	—	—	1	1	—	—	3	5
Time-workers,	10	20.25	—	—	1	1	—	—	3	5
Boston and vicinity,	10	20.25	—	—	1	1	—	—	3	5
Reelers.	70	9.74	2	2	7	20	31	5	3	—
Time-workers,	69	9.73	2	2	7	20	30	5	3	—
Piece-workers,	1	10.45	—	—	—	—	1	—	—	—
Boston and vicinity,	6	11.42	—	—	—	3	1	1	1	—
Springfield,	38	9.13	2	2	4	10	19	—	1	—
Other municipalities,	26	10.24	—	—	3	7	11	4	1	—

TABLE E. — ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS
— CONTINUED.

Other Paper Products — Continued.

Males — Continued.

OCCUPATION CLASSIFICATION.	Total Number of Employees	Average Weekly Earnings	NUMBER OF EMPLOYEES EARNING A WEEK —							
			Under \$5	\$5 and under \$6	\$6 and under \$8	\$8 and under \$10	\$10 and under \$12	\$12 and under \$15	\$15 and under \$20	\$20 and over
Reelers — Con.										
Full time,	49	\$10.14	—	1	2	15	26	3	2	—
Time-workers,	49	10.14	—	1	2	15	26	3	2	—
Boston and vicinity,	6	11.42	—	—	—	3	1	1	1	—
Springfield,	32	9.63	—	1	2	10	18	—	1	—
Other municipalities,	11	10.95	—	—	—	2	7	2	—	—
Rulers.										
Time-workers,	38	13.86	—	1	2	3	5	12	13	2
Piece-workers,	4	20.76	—	—	—	—	—	—	3	1
Boston and vicinity,	13	15.05	—	—	—	1	2	4	5	1
Holyoke,	23	14.40	—	1	2	2	2	5	9	2
Other municipalities,	6	13.80	—	—	—	—	1	3	2	—
Full time,	21	15.61	—	—	—	1	2	7	8	3
Time-workers,	20	14.83	—	—	—	1	2	7	8	2
Piece-workers,	1	31.33	—	—	—	—	—	—	—	1
Boston and vicinity,	5	16.00	—	—	—	—	1	1	2	1
Holyoke,	10	16.51	—	—	—	1	—	3	4	2
Other municipalities,	6	13.80	—	—	—	—	1	3	2	—
Other Occupations.										
Time-workers,	151	9.98	11	13	30	28	27	22	14	6
Piece-workers,	16	11.39	—	3	3	1	1	4	3	1
Boston and vicinity,	12	9.18	—	3	4	2	—	1	1	1
Holyoke,	37	11.20	—	4	8	5	6	5	6	3
Other municipalities,	118	9.87	11	9	21	22	22	20	10	3
Full time,	107	9.55	2	11	26	18	24	17	9	—
Time-workers,	100	9.47	2	10	25	17	23	15	8	—
Piece-workers,	7	10.63	—	1	1	1	1	2	1	—
Boston and vicinity,	7	6.79	—	3	3	—	—	1	—	—
Holyoke,	25	9.99	—	3	7	3	3	5	4	—
Other municipalities,	75	9.66	2	5	16	15	21	11	5	—
GENERAL OCCUPATIONS, PRODUCING DEPARTMENTS.										
	732	13.26	31	21	53	85	106	174	186	76
Packers and Shippers.										
Time-workers,	121	12.37	4	1	7	16	24	36	30	3
Piece-workers,	6	12.56	—	—	—	1	2	2	1	—
Boston and vicinity,	9	12.21	1	—	—	—	3	3	1	1
Holyoke,	18	12.52	1	—	1	1	4	7	4	—
Springfield,	32	11.65	1	—	3	7	7	7	6	1
Other municipalities,	68	12.71	1	1	3	9	12	21	20	1
Full time,	66	12.27	—	—	2	14	15	22	11	2
Time-workers,	61	12.23	—	—	2	13	14	20	10	2
Piece-workers,	5	12.80	—	—	—	1	1	2	1	—
Boston and vicinity,	7	14.14	—	—	—	—	2	3	1	1
Holyoke,	10	13.71	—	—	—	1	2	4	3	—
Springfield,	20	12.22	—	—	—	6	5	5	3	1
Other municipalities,	29	11.36	—	—	2	7	6	10	4	—
Printers.										
Time-workers,	177	15.25	3	2	4	11	18	42	76	21
Piece-workers,	9	15.00	—	—	1	—	—	1	7	—
Boston and vicinity,	27	15.56	1	—	—	—	2	6	16	2
Holyoke,	12	14.64	—	1	1	1	—	3	3	3
Other municipalities,	147	15.22	2	1	4	10	16	34	64	16

TABLE E. — ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS

— CONTINUED.

Other Paper Products — Continued.

Males — Continued.

OCCUPATION CLASSIFICATION.	Total Number of Employees	Average Weekly Earnings	NUMBER OF EMPLOYEES EARNING A WEEK —							
			Under \$5	\$5 and under \$6	\$6 and under \$8	\$8 and under \$10	\$10 and under \$12	\$12 and under \$15	\$15 and under \$20	\$20 and over
Printers — Con.										
Full time,	79	\$15.97	—	2	2	5	4	12	44	10
Time-workers, . . .	78	15.97	—	2	2	5	4	12	43	10
Piece-workers, . . .	1	16.43	—	—	—	—	—	—	1	—
Boston and vicinity, .	18	16.67	—	—	—	—	1	2	13	2
Holyoke,	6	15.64	—	1	—	—	—	1	2	2
Other municipalities, .	55	15.78	—	1	2	5	3	9	29	5
Truckers.	53	11.52	2	—	3	11	14	15	7	1
Time-workers,	53	11.52	2	—	3	11	14	15	7	1
Holyoke,	14	10.89	2	—	1	1	5	2	1	1
Other municipalities, .	39	11.75	—	—	2	10	8	13	6	—
Full time,	17	10.45	—	—	—	6	6	5	—	—
Time-workers, . . .	17	10.45	—	—	—	6	6	5	—	—
Holyoke,	3	10.89	—	—	—	—	3	—	—	—
Other municipalities, .	14	10.36	—	—	—	6	3	5	—	—
Other Occupations.	366	12.81	22	18	38	46	48	78	65	51
Time-workers,	351	12.79	22	18	37	44	45	74	62	49
Piece-workers,	15	13.33	—	—	1	2	3	4	3	2
Boston and vicinity, .	56	10.66	11	7	4	5	2	13	8	6
Holyoke,	34	10.24	2	6	7	3	5	4	6	1
Other municipalities, .	276	13.57	9	5	27	38	41	61	51	44
Full time,	199	12.73	7	15	19	27	24	44	34	29
Time-workers,	195	12.76	7	15	19	25	24	42	34	29
Piece-workers,	4	11.09	—	—	—	2	—	2	—	—
Boston and vicinity, .	43	11.85	4	6	2	4	2	13	6	6
Holyoke,	22	10.49	—	5	4	2	3	3	5	—
Other municipalities, .	134	13.37	3	4	13	21	19	28	23	23
POWER, MECHANICAL, AND YARD FORCE.	175	16.80	1	—	2	7	14	34	81	35
Engineers.	17	19.60	—	—	—	—	—	1	8	8
Time-workers,	17	19.60	—	—	—	—	—	1	8	8
Boston and vicinity, .	1	18.00	—	—	—	—	—	—	1	—
Other municipalities, .	16	19.70	—	—	—	—	—	1	7	8
Full time,	9	18.61	—	—	—	—	—	—	7	2
Time-workers,	9	18.61	—	—	—	—	—	—	7	2
Boston and vicinity, .	1	18.00	—	—	—	—	—	—	1	—
Other municipalities, .	8	18.69	—	—	—	—	—	—	6	2
Machinists.	59	18.89	—	—	—	—	3	6	31	19
Time-workers,	59	18.89	—	—	—	—	3	6	31	19
Boston and vicinity, .	4	20.35	—	—	—	—	—	—	1	3
Other municipalities, .	55	18.79	—	—	—	—	3	6	30	16
Full time,	30	19.16	—	—	—	—	—	4	14	12
Time-workers,	30	19.16	—	—	—	—	—	4	14	12
Boston and vicinity, .	4	20.35	—	—	—	—	—	—	1	3
Other municipalities, .	26	18.93	—	—	—	—	—	4	13	9

TABLE E. — ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS
— CONTINUED.

Other Paper Products — Continued.

Males — Concluded.

OCCUPATION CLASSIFICATION.	Total Number of Employees	Average Weekly Earnings	NUMBER OF EMPLOYEES EARNING A WEEK —							
			Under \$5	\$5 and under \$6	\$6 and under \$8	\$8 and under \$10	\$10 and under \$12	\$12 and under \$15	\$15 and under \$20	\$20 and over
Other Occupations.	99	\$15.07	1	—	2	7	11	27	42	9
Time-workers,	99	15.07	1	—	2	7	11	27	42	9
Boston and vicinity, . . .	2	17.50	—	—	—	—	—	1	—	1
Holyoke,	17	12.72	1	—	—	4	1	7	3	1
Other municipalities, . . .	80	15.50	—	—	2	3	10	19	39	7
Full time,	49	13.71	1	—	2	3	7	18	17	1
Time-workers,	49	13.71	1	—	2	3	7	18	17	1
Boston and vicinity, . . .	1	21.00	—	—	—	—	—	—	—	1
Holyoke,	8	11.45	1	—	—	2	—	4	1	—
Other municipalities, . . .	40	13.99	—	—	2	1	7	14	16	—

Females.

OCCUPATION CLASSIFICATION.	Total Number of Employees	Average Weekly Earnings	NUMBER OF EMPLOYEES EARNING A WEEK —								
			Under \$5	\$5 and under \$6	\$6 and under \$7	\$7 and under \$8	\$8 and under \$9	\$9 and under \$10	\$10 and under \$12	\$12 and under \$15	\$15 and under \$20
ALL OCCUPATIONS.	1,522	\$6.72	320	249	306	225	177	128	72	31	14
PRODUCTIVE OCCUPATIONS.	1,328	6.68	273	209	277	208	158	118	58	23	4
Binders.	52	7.92	5	9	8	7	6	3	9	5	—
Time-workers,	25	6.44	4	8	3	6	1	2	1	—	—
Piece-workers,	27	9.28	1	1	5	1	5	1	8	5	—
Boston and vicinity, . . .	8	6.87	1	2	—	3	1	1	—	—	—
Holyoke,	37	8.33	3	5	7	3	4	2	8	5	—
Other municipalities, . . .	7	6.91	1	2	1	1	1	—	1	—	—
Full time,	28	8.54	—	3	6	6	3	1	5	4	—
Time-workers,	13	6.89	—	3	3	5	1	1	—	—	—
Piece-workers,	15	9.98	—	—	3	1	2	—	5	4	—
Boston and vicinity, . . .	3	7.33	—	—	—	2	1	—	—	—	—
Holyoke,	23	8.90	—	2	6	3	2	1	5	4	—
Other municipalities, . . .	2	6.29	—	1	—	1	—	—	—	—	—
Cone and Tube Makers.	85	7.07	3	10	16	49	6	1	—	—	—
Time-workers,	23	6.19	3	10	2	7	—	1	—	—	—
Piece-workers,	62	7.39	—	—	14	42	6	—	—	—	—
Boston and vicinity, . . .	24	6.71	2	—	14	8	—	—	—	—	—
Other municipalities, . . .	61	7.21	1	10	2	41	6	1	—	—	—
Full time,	71	7.01	2	10	16	38	4	1	—	—	—
Time-workers,	22	6.25	2	10	2	7	—	1	—	—	—
Piece-workers,	49	7.34	—	—	14	31	4	—	—	—	—
Boston and vicinity, . . .	24	6.71	2	—	14	8	—	—	—	—	—
Other municipalities, . . .	47	7.16	—	10	2	30	4	1	—	—	—

¹ Including one employee whose earnings were \$22.50 a week.

TABLE E.—ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS
— CONTINUED.

Other Paper Products — Continued.

Females — Continued.

OCCUPATION CLASSIFICATION.	Total Number of Employees	Average Weekly Earnings	NUMBER OF EMPLOYEES EARNING A WEEK —								
			Under \$5	\$5 and under \$6	\$6 and under \$7	\$7 and under \$8	\$8 and under \$9	\$9 and under \$10	\$10 and under \$12	\$12 and under \$15	\$15 and under \$20
Cutters.	129	\$8.16	5	7	24	17	26	37	12	1	—
Time-workers,	34	6.83	1	5	15	4	6	3	—	—	—
Piece-workers,	95	8.63	4	2	9	13	20	34	12	1	—
Boston and vicinity,	14	6.97	1	2	4	3	3	1	—	—	—
Other municipalities,	115	8.30	4	5	20	14	23	36	12	1	—
<i>Full time,</i>	<i>49</i>	<i>7.88</i>	—	4	12	4	10	19	—	—	—
Time-workers,	24	6.80	—	3	12	3	3	3	—	—	—
Piece-workers,	25	8.91	—	1	—	1	7	16	—	—	—
Boston and vicinity,	7	7.01	—	1	2	2	1	1	—	—	—
Other municipalities,	42	8.02	—	3	10	2	9	18	—	—	—
Forewomen.	21	9.76	1	—	1	2	3	4	6	2	2
Time-workers,	21	9.76	1	—	1	2	3	4	6	2	2
Boston and vicinity,	7	8.57	—	—	—	2	2	—	3	—	—
Other municipalities,	14	10.35	1	—	1	—	1	4	3	2	2
<i>Full time,</i>	<i>17</i>	<i>10.00</i>	—	—	1	2	3	3	4	2	2
Time-workers,	17	10.00	—	—	1	2	3	3	4	2	2
Boston and vicinity,	7	8.57	—	—	—	2	2	—	3	—	—
Other municipalities,	10	11.00	—	—	1	—	1	3	1	2	2
Inspectors.	138	5.77	61	17	28	10	10	6	4	2	—
Time-workers,	130	5.60	61	17	28	8	7	4	3	2	—
Piece-workers,	8	8.60	—	—	—	2	3	2	1	—	—
Boston and vicinity,	77	4.90	53	10	10	1	1	—	1	1	—
Other municipalities,	61	6.87	8	7	18	9	9	6	3	1	—
<i>Full time,</i>	<i>69</i>	<i>6.46</i>	10	9	21	5	7	4	1	2	—
Time-workers,	59	6.46	10	9	21	5	7	4	1	2	—
Boston and vicinity,	24	5.48	10	4	7	1	1	—	—	1	—
Other municipalities,	35	7.13	—	5	14	4	6	4	1	1	—
Machine Operators and Tenders.	196	7.09	24	27	40	41	45	9	5	4	1
Time-workers,	111	6.37	22	22	27	19	14	4	2	—	1
Piece-workers,	85	8.03	2	5	13	22	31	5	3	4	—
Boston and vicinity,	36	5.63	14	6	11	3	—	2	—	—	—
Holyoke,	10	8.77	1	2	—	1	2	—	1	3	—
Springfield,	45	7.21	3	3	13	18	6	—	1	—	1
Other municipalities,	105	7.38	6	16	16	19	37	7	3	1	—
<i>Full time,</i>	<i>65</i>	<i>7.42</i>	3	9	11	18	16	4	1	2	1
Time-workers,	56	7.15	3	9	10	16	13	4	—	—	1
Piece-workers,	9	9.09	—	—	1	2	3	—	1	2	—
Boston and vicinity,	6	6.83	1	1	—	2	—	2	—	—	—
Holyoke,	7	9.31	—	1	—	1	2	—	1	2	—
Springfield,	21	7.33	1	1	7	9	2	—	—	—	1
Other municipalities,	31	7.17	1	6	4	6	12	2	—	—	—
Paper Novelty Workers.	244	5.89	64	54	47	27	25	9	7	1	—
Time-workers,	113	6.02	19	34	29	15	11	2	2	1	—
Piece-workers,	131	5.77	45	30	18	12	14	7	5	—	—
All municipalities,	244	5.89	64	64	47	27	25	9	7	1	—
<i>Full time,</i>	<i>111</i>	<i>6.03</i>	16	34	34	13	9	2	2	1	—
Time-workers,	72	6.43	2	20	26	10	9	2	2	1	—
Piece-workers,	39	5.30	14	14	8	3	—	—	—	—	—
All municipalities,	111	6.03	16	34	34	13	9	2	2	1	—

TABLE E. — ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS
— CONTINUED.Other Paper Products — Continued.
Females — Continued.

OCCUPATION CLASSIFICATION.	Total Number of Employees	Average Weekly Earnings	NUMBER OF EMPLOYEES EARNING A WEEK —								
			Under \$5	\$5 and under \$6	\$6 and under \$7	\$7 and under \$8	\$8 and under \$9	\$9 and under \$10	\$10 and under \$12	\$12 and under \$15	\$15 and under \$20
Pasters and Labelers.	53	\$5.97	14	11	16	4	4	3	1	—	—
Time-workers,	46	5.78	14	11	11	4	3	3	—	—	—
Piece-workers,	7	7.20	—	—	5	—	1	—	1	—	—
Boston and vicinity, . .	17	5.00	9	3	3	1	—	1	—	—	—
Holyoke,	11	6.10	3	3	3	—	—	2	—	—	—
Other municipalities, . .	25	6.57	2	5	10	3	4	—	1	—	—
Full time,	35	6.13	7	6	13	3	3	3	—	—	—
Time-workers,	33	6.13	7	6	11	3	3	3	—	—	—
Piece-workers,	2	6.13	—	—	2	—	—	—	—	—	—
Boston and vicinity, . .	10	5.30	4	2	3	—	—	1	—	—	—
Holyoke,	9	6.31	2	2	3	—	—	2	—	—	—
Other municipalities, . .	16	6.54	1	2	7	3	3	—	—	—	—
Sealers and Banders.	54	8.35	5	1	5	14	9	11	5	3	1
Time-workers,	17	6.59	4	1	1	7	3	1	—	—	—
Piece-workers,	37	9.15	1	—	4	7	6	10	5	3	1
Holyoke,	15	8.41	2	1	3	2	—	3	3	—	1
Other municipalities, . .	39	8.33	3	—	2	12	9	8	2	3	—
Full time,	18	8.58	1	—	1	7	3	3	2	—	1
Time-workers,	11	7.63	—	—	1	6	3	1	—	—	—
Piece-workers,	7	10.07	1	—	—	1	—	2	2	—	1
Holyoke,	9	9.28	1	—	1	2	—	2	2	—	1
Other municipalities, . .	9	7.88	—	—	—	5	3	1	—	—	—
Sorters and Counters.	135	5.13	77	17	20	5	6	3	3	4	—
Time-workers,	117	4.58	76	15	16	2	5	2	1	—	—
Piece-workers,	18	8.65	1	2	4	3	1	1	2	4	—
Boston and vicinity, . .	2	5.50	—	2	—	—	—	—	—	—	—
Holyoke,	38	7.06	5	4	15	4	4	1	2	3	—
Other municipalities, . .	95	4.34	72	11	5	1	2	2	1	1	—
Full time,	45	6.56	14	10	7	3	3	5	1	4	—
Time-workers,	32	5.55	14	8	3	2	3	2	—	—	—
Piece-workers,	13	9.02	—	2	4	1	—	1	1	4	—
Boston and vicinity, . .	2	5.50	—	2	—	—	—	—	—	—	—
Holyoke,	14	8.47	—	2	4	2	1	1	1	3	—
Other municipalities, . .	29	5.71	14	6	3	1	2	2	—	1	—
Other Occupations.	221	6.88	14	46	72	32	18	32	6	1	—
Time-workers,	159	6.50	12	42	47	26	13	17	2	—	—
Piece-workers,	62	7.86	2	4	25	6	5	15	4	1	—
Boston and vicinity, . .	40	5.98	4	10	19	5	2	—	—	—	—
Holyoke,	50	8.07	2	4	9	10	2	18	4	1	—
Springfield,	14	8.12	—	1	2	2	5	3	1	—	—
Other municipalities, . .	117	6.54	8	31	42	15	9	11	1	—	—
Full time,	162	7.04	2	37	61	17	13	25	6	1	—
Time-workers,	113	6.68	1	34	38	14	8	16	2	—	—
Piece-workers,	49	7.86	1	3	23	3	5	9	4	1	—
Boston and vicinity, . .	36	6.26	1	10	18	5	2	—	—	—	—
Holyoke,	31	8.97	—	2	4	2	2	16	4	1	—
Springfield,	8	8.10	—	1	1	1	3	1	1	—	—
Other municipalities, . .	87	6.57	1	24	38	9	6	8	1	—	—

TABLE E.—ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS
— CONCLUDED.

Other Paper Products — Concluded.

Females — Concluded.

OCCUPATION CLASSIFICATION.	Total Number of Employees	Average Weekly Earnings	NUMBER OF EMPLOYEES EARNING A WEEK —								
			Under \$5	\$5 and under \$6	\$6 and under \$7	\$7 and under \$8	\$8 and under \$9	\$9 and under \$10	\$10 and under \$12	\$12 and under \$15	\$15 and under \$20
GENERAL OCCUPATIONS PRODUCING DEPARTMENTS.	194	\$7.00	47	40	29	17	19	10	14	8	¹ 10
Packers.	86	5.06	33	32	5	4	3	2	1	1	—
Time-workers,	45	5.25	11	25	5	1	2	—	—	1	—
Piece-workers,	41	4.84	27	7	—	3	1	2	1	—	—
Boston and vicinity, . .	7	6.71	—	2	4	—	—	—	—	1	—
Other municipalities, . .	79	4.91	38	30	1	4	3	2	1	—	—
<i>Full time,</i>	<i>43</i>	<i>6.03</i>	<i>7</i>	<i>22</i>	<i>5</i>	<i>3</i>	<i>2</i>	<i>2</i>	<i>1</i>	<i>1</i>	—
Time-workers,	28	6.06	—	19	5	1	2	—	—	1	—
Piece-workers,	15	5.97	7	3	—	2	—	2	1	—	—
Boston and vicinity, . .	7	6.71	—	2	4	—	—	—	—	1	—
Other municipalities, . .	36	5.89	7	20	1	3	2	2	1	—	—
Other Occupations.	108	8.56	9	8	24	13	16	8	13	7	¹ 10
Time-workers,	86	8.07	9	8	21	9	12	8	9	3	¹ 7
Piece-workers,	22	10.45	—	—	3	4	4	—	4	4	3
Boston and vicinity, . .	44	8.31	4	5	6	5	8	5	6	1	4
Holyoke,	20	7.96	3	3	9	1	—	—	—	—	4
Other municipalities, . .	44	9.07	2	—	9	7	8	3	7	6	¹ 2
<i>Full time,</i>	<i>56</i>	<i>8.79</i>	<i>—</i>	<i>4</i>	<i>18</i>	<i>6</i>	<i>8</i>	<i>5</i>	<i>7</i>	<i>3</i>	7
Time-workers,	51	8.15	—	4	18	6	6	5	6	2	4
Piece-workers,	5	15.24	—	—	—	—	—	—	1	1	3
Boston and vicinity, . .	31	8.45	—	4	6	4	6	3	4	1	3
Holyoke,	12	9.86	—	—	7	1	—	—	—	—	4
Other municipalities, . .	13	8.62	—	—	5	1	—	2	3	2	—

¹ Including one employee whose earnings were \$22.50 a week.

TABLE F.—ACTUAL HOURLY EARNINGS: BY OCCUPATIONS.

Paper Box Making.¹

Males.

OCCUPATION CLASSIFICATION.	Total Number of Employees	NUMBER OF EMPLOYEES EARNING AN HOUR—								
		Under 10 cents	10 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 and under 40 cents	40 cents and over
ALL OCCUPATIONS.	1,703	56	123	118	171	141	490	319	227	48
PRODUCTIVE OCCUPATIONS.	982	56	100	76	116	86	256	140	123	29
Corner Cutters.	43	—	12	8	5	6	9	2	1	—
Time-workers,	42	—	12	8	5	6	9	1	1	—
Piece-workers,	1	—	—	—	—	—	—	1	—	—
Boston and vicinity, . .	17	—	2	3	1	3	6	1	1	—
Other municipalities, . .	26	—	10	5	4	3	3	1	—	—
Full time,	27	—	8	5	3	3	7	1	—	—
Time-workers,	27	—	8	5	3	3	7	1	—	—
Boston and vicinity, . .	11	—	1	2	1	2	4	1	—	—
Other municipalities, . .	16	—	7	3	2	1	3	—	—	—
Coverers.	43	—	4	5	9	10	12	2	1	—
Time-workers,	37	—	4	4	9	10	9	1	—	—
Piece-workers,	6	—	—	1	—	—	3	1	1	—
Boston and vicinity, . .	14	—	1	3	3	2	5	—	—	—
Other municipalities, . .	29	—	3	2	6	8	7	2	1	—
Full time,	22	—	2	3	4	3	7	2	1	—
Time-workers,	19	—	2	3	4	3	6	1	—	—
Piece-workers,	3	—	—	—	—	—	1	1	1	—
Boston and vicinity, . .	11	—	1	2	3	—	5	—	—	—
Other municipalities, . .	11	—	1	1	1	3	2	2	1	—
Creasing Machine Operators.	23	—	2	—	2	3	15	5	1	—
Time-workers,	27	—	2	—	2	3	14	5	1	—
Piece-workers,	1	—	—	—	—	—	1	—	—	—
Boston and vicinity, . .	8	—	—	—	1	—	7	—	—	—
Other municipalities, . .	20	—	2	—	1	3	8	5	1	—
Full time,	13	—	—	—	1	1	6	4	1	—
Time-workers,	13	—	—	—	1	1	6	4	1	—
Boston and vicinity, . .	3	—	—	—	1	—	2	—	—	—
Other municipalities, . .	10	—	—	—	—	1	4	4	1	—
Enders.	104	—	3	8	12	8	47	18	8	—
Time-workers,	84	—	3	8	9	6	35	15	8	—
Piece-workers,	20	—	—	—	3	2	12	3	—	—
Boston and vicinity, . .	20	—	—	3	1	2	7	6	1	—
Haverhill,	15	—	—	—	1	—	9	4	1	—
Other municipalities, . .	69	—	3	5	10	6	31	8	6	—
Full time,	78	—	3	7	9	5	37	9	8	—
Time-workers,	65	—	3	7	8	4	27	8	8	—
Piece-workers,	13	—	—	—	1	1	10	1	—	—
Boston and vicinity, . .	15	—	—	3	1	1	7	2	1	—
Haverhill,	13	—	—	—	1	—	8	3	1	—
Other municipalities, . .	50	—	3	4	7	4	22	4	6	—
Foremen.	94	—	—	—	—	1	3	13	51	26
Time-workers,	94	—	—	—	—	1	3	13	51	26
Boston and vicinity, . .	22	—	—	—	—	—	—	1	17	4
Other municipalities, . .	72	—	—	—	—	1	3	12	34	22

¹ Data for 30 males and 761 females, whose hourly earnings could not be computed on account of incomplete information, were not included in this tabulation.

TABLE F.—ACTUAL HOURLY EARNINGS: BY OCCUPATIONS
— CONTINUED.

Paper Box Making — Continued.

Males — Continued.

OCCUPATION CLASSIFICATION.	Total Number of Employees	NUMBER OF EMPLOYEES EARNING AN HOUR —								
		Under 10 cents	10 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 and under 40 cents	40 cents and over
Foremen — Con.										
Full time,	79	—	—	—	—	—	1	10	46	22
Time-workers,	79	—	—	—	—	—	1	10	46	22
Boston and vicinity,	22	—	—	—	—	—	1	17	4	—
Other municipalities,	57	—	—	—	—	—	1	9	29	18
Helpers, General.	178	19	43	18	40	17	33	7	1	—
Time-workers,	170	14	41	17	40	17	33	7	1	—
Piece-workers,	8	5	2	1	—	—	—	—	—	—
Boston and vicinity,	54	6	11	10	12	4	7	4	—	—
Other municipalities,	124	13	32	8	28	13	26	3	1	—
Full time,	138	8	37	16	29	15	25	7	1	—
Time-workers,	135	8	35	15	29	15	25	7	1	—
Piece-workers,	3	—	2	1	—	—	—	—	—	—
Boston and vicinity,	47	4	9	10	11	3	6	4	—	—
Other municipalities,	91	4	28	6	18	12	19	3	1	—
Scorers.	154	—	—	1	3	5	53	58	32	1
Time-workers,	150	—	—	1	3	6	53	57	29	1
Piece-workers,	4	—	—	—	—	—	—	1	3	—
Boston and vicinity,	63	—	—	—	1	3	23	20	15	1
Other municipalities,	91	—	—	1	2	3	30	38	17	—
Full time,	124	—	—	1	2	5	40	49	26	1
Time-workers,	122	—	—	1	2	5	40	49	24	1
Piece-workers,	2	—	—	—	—	—	—	—	2	—
Boston and vicinity,	55	—	—	—	1	2	19	19	13	1
Other municipalities,	69	—	—	1	1	3	21	30	13	—
Stayers.	80	2	5	4	11	9	30	10	7	1
Time-workers,	45	1	4	3	6	4	22	3	2	—
Piece-workers,	35	1	2	1	5	5	8	7	5	1
Boston and vicinity,	11	—	1	—	1	2	4	1	1	1
Other municipalities,	69	2	5	4	10	7	26	9	6	—
Full time,	49	—	3	3	7	5	20	6	5	—
Time-workers,	32	—	3	3	4	3	15	2	2	—
Piece-workers,	17	—	—	—	3	2	5	4	3	—
Boston and vicinity,	9	—	1	—	1	1	4	1	1	—
Other municipalities,	40	—	2	3	6	4	16	5	4	—
Tiers.	100	17	17	17	15	13	15	2	4	—
Time-workers,	91	17	16	17	13	13	14	1	—	—
Piece-workers,	9	—	1	—	2	—	1	1	4	—
Boston and vicinity,	50	6	10	13	12	8	1	—	—	—
Other municipalities,	50	11	7	4	3	5	14	2	4	—
Full time,	70	14	14	11	12	9	9	1	—	—
Time-workers,	67	14	13	11	10	9	9	1	—	—
Piece-workers,	3	—	1	—	2	—	—	—	—	—
Boston and vicinity,	36	3	7	10	9	6	1	—	—	—
Other municipalities,	34	11	7	1	3	3	8	1	—	—
Other Occupations.	158	18	13	15	19	13	39	23	17	1
Time-workers,	146	17	12	15	18	9	37	21	16	1
Piece-workers,	12	1	1	—	1	4	2	2	1	—
Boston and vicinity,	36	12	—	3	3	1	8	8	1	—
Other municipalities,	122	6	13	12	16	12	31	15	16	1

TABLE F.—ACTUAL HOURLY EARNINGS: BY OCCUPATIONS
— CONTINUED.

Paper Box Making — Continued.

Males — Continued.

OCCUPATION CLASSIFICATION.	Total Number of Employees	NUMBER OF EMPLOYEES EARNING AN HOUR —								
		Under 10 cents	10 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 and under 40 cents	40 cents and over
Other Occupations — Con.										
<i>Full time,</i>	81	8	6	4	12	8	23	11	8	1
Time-workers,	79	8	6	4	12	7	23	10	8	1
Piece-workers,	2	—	—	—	—	1	—	1	—	—
Boston and vicinity,	21	4	—	1	2	1	5	7	1	—
Other municipalities,	60	4	6	3	10	7	18	4	7	1
GENERAL OCCUPATIONS, PRODUCING DEPARTMENTS.	587	10	20	41	46	47	177	140	90	16
Cutters, Stock.	226	1	2	6	9	5	79	79	43	2
Time-workers,	212	1	2	6	9	—	72	75	40	2
Piece-workers,	14	—	—	—	—	—	7	4	3	—
Boston and vicinity,	49	—	—	—	4	2	15	15	12	1
Brookton and vicinity,	28	—	—	—	—	—	18	5	5	—
Haverhill,	13	1	—	—	—	—	5	6	1	—
Lynn,	14	—	—	—	1	—	3	7	3	—
Other municipalities,	122	—	2	6	4	3	38	46	22	1
<i>Full time,</i>	167	1	2	2	8	4	55	61	32	2
Time-workers,	167	1	2	2	8	4	55	61	32	2
Boston and vicinity,	41	—	—	—	4	2	12	13	9	1
Brookton and vicinity,	25	—	—	—	—	—	16	5	4	—
Haverhill,	13	1	—	—	—	—	5	6	1	—
Lynn,	14	—	—	—	1	—	3	7	3	—
Other municipalities,	74	—	2	2	3	2	19	30	15	1
Laborers.	36	—	—	1	11	10	12	2	—	—
Time-workers,	33	—	—	1	11	10	10	1	—	—
Piece-workers,	3	—	—	—	—	—	2	1	—	—
Boston and vicinity,	7	—	—	1	2	2	2	—	—	—
Other municipalities,	29	—	—	—	9	8	10	2	—	—
<i>Full time,</i>	20	—	—	—	9	5	5	1	—	—
Time-workers,	20	—	—	—	9	5	5	1	—	—
Boston and vicinity,	5	—	—	—	2	2	1	—	—	—
Other municipalities,	15	—	—	—	7	3	4	1	—	—
Packers.	22	1	2	3	3	3	3	3	4	—
Time-workers,	21	1	2	3	3	3	3	3	3	—
Piece-workers,	1	—	—	—	—	—	—	—	1	—
Boston,	1	—	—	—	—	—	1	—	—	—
Other municipalities,	21	1	2	3	3	3	2	3	4	—
<i>Full time,</i>	8	1	1	—	1	2	1	—	2	—
Time-workers,	8	1	1	—	1	2	1	—	2	—
Other municipalities,	8	1	1	—	1	2	1	—	2	—
Printers.	178	4	9	17	4	16	47	37	31	13
Time-workers,	160	4	9	16	4	15	39	34	29	10
Piece-workers,	18	—	—	1	—	1	8	3	2	3
Boston and vicinity,	42	2	1	8	1	2	12	10	6	—
Lynn,	10	—	—	2	2	1	1	1	3	—
Other municipalities,	126	2	8	7	1	13	34	26	22	13
<i>Full time,</i>	91	3	3	6	4	8	27	24	14	2
Time-workers,	91	3	3	6	4	8	27	24	14	2

TABLE F.—ACTUAL HOURLY EARNINGS: BY OCCUPATIONS
— CONTINUED.

Paper Box Making — Continued.

Males — Continued.

OCCUPATION CLASSIFICATION.	Total Number of Employees	NUMBER OF EMPLOYEES EARNING AN HOUR —								
		Under 10 cents	10 and under 14 cent	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 and under 40 cents	40 cents and over
Printers — Con.										
Boston and vicinity, . .	24	1	—	3	1	1	8	7	3	—
Lynn,	10	—	—	2	2	1	1	1	3	—
Other municipalities, . .	57	2	3	1	1	6	18	16	8	2
Shippers.	52	—	—	2	7	3	17	14	8	1
Time-workers,	51	—	—	2	7	3	17	14	7	1
Piece-workers,	1	—	—	—	—	—	—	—	1	—
Boston and vicinity, . .	16	—	—	1	2	1	7	1	3	1
Other municipalities, . .	36	—	—	1	5	2	10	13	5	—
<i>Full time,</i>	<i>39</i>	<i>—</i>	<i>—</i>	<i>2</i>	<i>6</i>	<i>5</i>	<i>11</i>	<i>12</i>	<i>6</i>	<i>1</i>
Time-workers,	39	—	—	2	5	3	11	12	5	1
Boston and vicinity, . .	14	—	—	1	2	1	6	1	2	1
Other municipalities, . .	25	—	—	1	3	2	5	11	3	—
Other Occupations.	73	4	7	12	12	10	19	5	4	—
Time-workers,	69	4	7	11	12	9	18	4	4	—
Piece-workers,	4	—	—	1	—	1	1	1	—	—
Boston and vicinity, . .	21	—	2	3	3	5	7	1	—	—
Other municipalities, . .	52	4	5	9	9	5	12	4	4	—
<i>Full time,</i>	<i>48</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>8</i>	<i>8</i>	<i>14</i>	<i>2</i>	<i>1</i>	<i>—</i>
Time-workers,	48	4	5	6	8	8	14	2	1	—
Boston and vicinity, . .	19	—	2	3	2	5	6	1	—	—
Other municipalities, . .	29	4	3	3	6	3	8	1	1	—
POWER, MECHANICAL, AND YARD FORCE.	134	—	3	1	9	8	57	39	14	3
Engineers.	19	—	—	—	1	—	2	9	6	1
Time-workers,	19	—	—	—	1	—	2	9	6	1
Boston and vicinity, . .	5	—	—	—	—	—	1	2	1	1
Other municipalities, . .	14	—	—	—	1	—	1	7	5	—
<i>Full time,</i>	<i>14</i>	<i>—</i>	<i>—</i>	<i>—</i>	<i>1</i>	<i>—</i>	<i>1</i>	<i>7</i>	<i>4</i>	<i>1</i>
Time-workers,	14	—	—	—	1	—	1	7	4	1
Boston and vicinity, . .	5	—	—	—	—	—	1	2	1	1
Other municipalities, . .	9	—	—	—	1	—	—	5	3	—
Machinists.	13	—	—	—	—	—	1	5	5	2
Time-workers,	13	—	—	—	—	—	1	5	5	2
Boston and vicinity, . .	9	—	—	—	—	—	1	4	3	1
Other municipalities, . .	4	—	—	—	—	—	—	1	2	1
<i>Full time,</i>	<i>10</i>	<i>—</i>	<i>—</i>	<i>—</i>	<i>—</i>	<i>—</i>	<i>1</i>	<i>4</i>	<i>4</i>	<i>1</i>
Time-workers,	10	—	—	—	—	—	1	4	4	1
Boston and vicinity, . .	8	—	—	—	—	—	1	3	3	1
Other municipalities, . .	2	—	—	—	—	—	—	1	1	—
Teamsters.	77	—	1	1	5	7	44	19	—	—
Time-workers,	77	—	1	1	5	7	44	19	—	—
Boston and vicinity, . .	21	—	—	1	—	4	11	5	—	—
Brockton and vicinity, . .	16	—	—	—	1	—	6	9	—	—
Other municipalities, . .	40	—	1	—	4	3	27	5	—	—
<i>Full time,</i>	<i>75</i>	<i>—</i>	<i>1</i>	<i>1</i>	<i>4</i>	<i>7</i>	<i>44</i>	<i>18</i>	<i>—</i>	<i>—</i>
Time-workers,	75	—	1	1	4	7	44	18	—	—

TABLE F. — ACTUAL HOURLY EARNINGS: BY OCCUPATIONS

— CONTINUED.

Paper Box Making — Continued.

Males — Concluded.

OCCUPATION CLASSIFICATION.	Total Number of Employees	NUMBER OF EMPLOYEES EARNING AN HOUR —								
		Under 10 cents	10 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 and under 40 cents	40 cents and over
Teamsters — Con.										
Boston and vicinity, . . .	21	—	—	1	—	4	11	5	—	—
Brockton and vicinity, . .	16	—	—	—	1	—	6	9	—	—
Other municipalities, . . .	38	—	1	—	3	3	27	4	—	—
Other Occupations.	25	—	2	—	3	1	10	6	3	—
Time-workers,	25	—	2	—	3	1	10	6	3	—
Boston and vicinity, . . .	10	—	2	—	1	—	3	3	1	—
Other municipalities, . . .	15	—	—	—	2	1	7	3	2	—
<i>Full time,</i>	<i>20</i>	<i>—</i>	<i>2</i>	<i>—</i>	<i>2</i>	<i>1</i>	<i>7</i>	<i>5</i>	<i>3</i>	<i>—</i>
Time-workers,	20	—	2	—	2	1	7	5	3	—
Boston and vicinity, . . .	10	—	2	—	1	—	3	3	1	—
Other municipalities, . . .	10	—	—	—	1	1	4	2	2	—

Females.

OCCUPATION CLASSIFICATION.	Total Number of Employees	NUMBER OF EMPLOYEES EARNING AN HOUR —								
		Under 10 cents	10 and under 12 cents	12 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 cents and over
ALL OCCUPATIONS.	3,430	581	496	468	496	499	341	415	101	33
PRODUCTIVE OCCUPATIONS.	3,231	560	455	429	469	471	326	388	101	32
Bench Workers.	717	92	108	86	113	129	83	74	23	4
Time-workers,	249	30	55	21	37	67	20	16	3	—
Piece-workers,	468	62	53	65	76	62	63	58	25	4
Boston and vicinity, . . .	243	30	25	31	36	36	41	36	7	1
Brockton and vicinity, . .	50	6	3	—	—	39	—	1	1	—
Haverhill,	9	—	1	3	1	2	1	1	—	—
Lynn,	14	—	1	—	5	3	1	2	2	—
Other municipalities, . . .	401	56	78	52	71	49	40	34	18	3
<i>Full time,</i>	<i>400</i>	<i>41</i>	<i>58</i>	<i>53</i>	<i>67</i>	<i>97</i>	<i>46</i>	<i>33</i>	<i>19</i>	<i>1</i>
Time-workers,	187	16	39	13	24	63	17	12	3	—
Piece-workers,	213	25	19	20	43	34	29	26	16	1
Boston and vicinity, . . .	155	20	15	13	28	26	29	20	4	—
Brockton and vicinity, . .	41	—	—	—	—	39	—	1	1	—
Haverhill,	8	—	1	2	1	2	1	1	—	—
Lynn,	13	—	1	—	5	3	—	2	2	—
Other municipalities, . . .	183	21	41	18	33	27	16	14	12	1
Boxmakers, n. s.	250	44	24	33	43	29	27	38	9	3
Time-workers,	50	27	2	12	3	5	1	—	—	—
Piece-workers,	200	17	22	21	40	24	26	38	9	3
Boston and vicinity, . . .	90	25	7	20	17	6	9	6	—	—
Other municipalities, . . .	160	19	17	13	26	23	18	32	9	3
<i>Full time,</i>	<i>109</i>	<i>27</i>	<i>8</i>	<i>19</i>	<i>22</i>	<i>11</i>	<i>8</i>	<i>14</i>	<i>—</i>	<i>—</i>
Time-workers,	37	18	2	10	3	3	1	—	—	—
Piece-workers,	72	9	6	9	19	8	7	14	—	—
Boston and vicinity, . . .	57	17	4	13	12	4	3	4	—	—
Other municipalities, . . .	52	10	4	6	10	7	5	10	—	—

TABLE F.—ACTUAL HOURLY EARNINGS: BY OCCUPATIONS

— CONTINUED.

Paper Box Making — Continued.

Females — Continued.

OCCUPATION CLASSIFICATION.	Total Number of Employees	NUMBER OF EMPLOYEES EARNING AN HOUR—									
		Under 10 cents	10 and under 12 cents	12 and under 14 cents	14 and under 15 cents	15 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 cents and over
Closers.	117	57	23	8	5	1	1	1	3	4	5
Time-workers,	92	58	22	8	1	1	1	1	1	—	—
Piece-workers,	25	9	1	—	4	—	—	—	2	4	5
Boston and vicinity,	93	63	20	6	1	1	1	1	1	—	—
Other municipalities,	24	4	3	2	4	—	—	—	2	4	5
Full time,	71	41	17	6	1	1	1	1	2	2	—
Time-workers,	62	35	17	6	1	1	1	1	1	—	—
Piece-workers,	9	6	—	—	—	—	—	—	1	2	—
Boston and vicinity,	64	40	16	4	1	1	1	1	1	—	—
Other municipalities,	7	1	1	2	—	—	—	—	1	2	—
Coverers.	785	64	119	130	117	137	88	112	15	3	—
Time-workers,	132	33	42	21	12	13	3	8	—	—	—
Piece-workers,	653	31	77	109	105	124	85	104	15	3	—
Boston and vicinity,	166	29	20	34	17	28	16	22	—	—	—
Brockton and vicinity,	69	—	6	4	11	13	13	14	7	1	—
Haverhill,	25	—	3	4	2	4	4	8	—	—	—
Lynn,	81	1	9	8	15	19	9	14	5	1	—
Other municipalities,	444	34	81	80	72	73	46	54	3	1	—
Full time,	405	37	80	70	57	57	41	58	5	—	—
Time-workers,	106	21	35	19	9	11	3	8	—	—	—
Piece-workers,	299	16	45	51	48	46	38	50	5	—	—
Boston and vicinity,	113	17	17	27	11	16	9	16	—	—	—
Brockton and vicinity,	17	—	—	1	2	4	5	2	3	—	—
Haverhill,	21	—	3	2	1	4	4	7	—	—	—
Lynn,	39	1	6	5	9	8	4	6	—	—	—
Other municipalities,	215	19	54	35	34	25	19	27	2	—	—
Finishers.	206	15	32	33	37	36	25	20	7	—	—
Time-workers,	19	—	10	2	2	4	—	1	—	—	—
Piece-workers,	187	15	22	31	35	32	26	19	7	—	—
Boston and vicinity,	56	1	7	9	16	7	6	7	3	—	—
Brockton and vicinity,	60	4	14	10	7	10	7	7	1	—	—
Haverhill,	15	—	1	1	4	2	4	2	1	—	—
Lynn,	31	—	1	1	5	11	8	4	1	—	—
Other municipalities,	44	10	9	12	5	6	1	—	1	—	—
Full time,	58	7	2	12	7	11	9	7	3	—	—
Time-workers,	6	—	—	2	1	2	—	1	—	—	—
Piece-workers,	52	7	2	10	6	9	9	6	3	—	—
Boston and vicinity,	2	—	—	1	1	—	—	—	—	—	—
Brockton and vicinity,	15	1	—	3	1	3	3	3	1	—	—
Haverhill,	12	—	—	1	3	2	3	2	1	—	—
Lynn,	13	—	1	—	2	4	3	2	1	—	—
Other municipalities,	16	6	1	7	—	2	—	—	—	—	—
Folding Machine Operators.	44	7	12	13	4	2	3	3	—	—	—
Time-workers,	11	2	7	2	—	—	—	—	—	—	—
Piece-workers,	33	5	5	11	4	2	3	3	—	—	—
Boston and vicinity,	23	6	5	8	3	1	—	—	—	—	—
Other municipalities,	21	1	7	5	1	1	3	3	—	—	—
Full time,	12	2	7	8	—	—	—	—	—	—	—
Time-workers,	6	—	5	1	—	—	—	—	—	—	—
Piece-workers,	6	2	2	2	—	—	—	—	—	—	—
Boston and vicinity,	4	1	2	1	—	—	—	—	—	—	—
Other municipalities,	8	1	5	2	—	—	—	—	—	—	—

TABLE F. — ACTUAL HOURLY EARNINGS: BY OCCUPATIONS
— CONTINUED.

Paper Box Making — Continued.

Females — Continued.

OCCUPATION CLASSIFICATION.	Total Number of Employees	NUMBER OF EMPLOYEES EARNING AN HOUR —								
		Under 10 cents	10 and under 12 cents	12 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 cents and over
Forewomen.	67	—	—	—	4	9	15	22	15	1
Time-workers, . . .	66	—	—	—	3	9	16	22	15	1
Piece-workers, . . .	1	—	—	—	1	—	—	—	—	—
Boston and vicinity, . . .	22	—	—	—	1	—	8	8	5	—
Other municipalities, . . .	45	—	—	—	3	9	8	14	10	1
Full time, . . .	64	—	—	—	4	7	16	21	15	1
Time-workers, . . .	63	—	—	—	3	7	16	21	15	1
Piece-workers, . . .	1	—	—	—	1	—	—	—	—	—
Boston and vicinity, . . .	21	—	—	—	1	—	8	7	5	—
Other municipalities, . . .	43	—	—	—	3	7	8	14	10	1
Gluers.	96	20	11	20	26	12	6	1	—	—
Time-workers, . . .	46	16	6	13	9	2	—	—	—	—
Piece-workers, . . .	50	4	5	7	17	10	6	1	—	—
Boston and vicinity, . . .	38	16	5	6	8	1	1	1	—	—
Other municipalities, . . .	58	4	6	14	18	11	5	—	—	—
Full time, . . .	59	15	7	14	14	5	3	1	—	—
Time-workers, . . .	38	12	5	11	8	2	—	—	—	—
Piece-workers, . . .	21	3	2	3	6	3	3	1	—	—
Boston and vicinity, . . .	35	14	4	6	8	1	1	1	—	—
Other municipalities, . . .	24	1	3	8	6	4	2	—	—	—
Helpers, General.	153	118	14	9	4	5	2	1	—	—
Time-workers, . . .	122	100	8	6	2	5	1	—	—	—
Piece-workers, . . .	31	18	6	3	2	—	1	1	—	—
Boston and vicinity, . . .	59	56	1	—	1	—	—	—	—	—
Brockton and vicinity, . . .	20	20	—	—	—	—	—	—	—	—
Other municipalities, . . .	74	42	13	9	3	4	2	1	—	—
Full time, . . .	89	73	6	6	1	2	1	—	—	—
Time-workers, . . .	84	70	6	5	1	2	—	—	—	—
Piece-workers, . . .	5	3	—	1	—	—	1	—	—	—
Boston and vicinity, . . .	39	37	1	—	1	—	—	—	—	—
Brockton and vicinity, . . .	5	5	—	—	—	—	—	—	—	—
Other municipalities, . . .	45	31	5	6	—	2	1	—	—	—
Liners, Hand.	33	1	1	3	2	2	2	11	5	6
Time-workers, . . .	4	1	1	1	—	1	—	—	—	—
Piece-workers, . . .	29	—	—	2	2	1	2	11	5	6
All municipalities, . . .	33	1	1	3	2	2	2	11	5	6
Full time, . . .	3	1	—	1	—	1	—	—	—	—
Time-workers, . . .	3	1	—	1	—	1	—	—	—	—
All municipalities, . . .	3	1	—	1	—	1	—	—	—	—
Machine Operators, n. s.	126	20	33	21	29	10	4	8	—	1
Time-workers, . . .	54	19	18	9	7	1	—	—	—	—
Piece-workers, . . .	72	1	15	12	22	9	4	8	—	1
Boston and vicinity, . . .	8	—	—	—	5	1	—	2	—	—
Brockton and vicinity, . . .	19	—	—	1	7	3	4	4	—	—
Other municipalities, . . .	99	20	33	20	17	6	—	2	—	1
Full time, . . .	77	18	23	14	12	2	2	5	—	1
Time-workers, . . .	46	18	13	7	7	1	—	—	—	—
Piece-workers, . . .	31	—	10	7	5	1	2	5	—	1
Boston and vicinity, . . .	5	—	—	—	4	—	—	1	—	—
Brockton and vicinity, . . .	7	—	—	1	1	—	2	3	—	—
Other municipalities, . . .	65	18	23	13	7	2	—	1	—	1

TABLE F. — ACTUAL HOURLY EARNINGS: BY OCCUPATIONS

— CONTINUED.

Paper Box Making — Continued.

Females — Continued.

OCCUPATION CLASSIFICATION.	Total Number of Employees	NUMBER OF EMPLOYEES EARNING AN HOUR —								
		Under 10 cents	10 and under 12 cents	12 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 cents and over
Stayers.	119	17	14	18	20	11	14	19	3	3
Time-workers,	43	12	10	11	3	5	1	1	—	—
Piece-workers,	76	5	4	7	17	6	13	18	3	3
Boston and vicinity, . .	38	2	2	5	5	6	3	12	1	2
Other municipalities, . .	81	15	12	13	15	5	11	7	2	1
<i>Full time,</i>	<i>61</i>	<i>10</i>	<i>11</i>	<i>9</i>	<i>6</i>	<i>8</i>	<i>4</i>	<i>9</i>	<i>3</i>	<i>1</i>
Time-workers,	36	9	9	8	3	5	1	1	—	—
Piece-workers,	25	1	2	1	3	3	3	8	3	1
Boston and vicinity, . .	22	1	2	3	2	5	2	5	1	1
Other municipalities, . .	39	9	9	6	4	3	2	4	2	—
Toppers.	126	14	15	22	20	30	12	8	4	1
Time-workers,	19	7	3	5	1	3	—	—	—	—
Piece-workers,	107	7	12	17	19	27	12	8	4	1
Boston and vicinity, . .	27	—	3	7	3	8	1	4	1	—
Brookton and vicinity, . .	23	—	—	4	8	5	5	2	1	1
Haverhill,	7	—	—	1	2	1	1	2	—	—
Lynn,	24	5	6	3	1	3	4	—	2	—
Other municipalities, . .	45	9	6	7	6	13	4	—	—	—
<i>Full time,</i>	<i>62</i>	<i>8</i>	<i>7</i>	<i>10</i>	<i>9</i>	<i>12</i>	<i>7</i>	<i>6</i>	<i>2</i>	<i>1</i>
Time-workers,	11	3	—	4	1	3	—	—	—	—
Piece-workers,	51	5	7	6	8	9	7	6	2	1
Boston and vicinity, . .	17	—	1	5	2	6	—	3	—	—
Brookton and vicinity, . .	5	—	—	—	2	—	1	1	—	1
Haverhill,	6	—	—	—	2	1	1	2	—	—
Lynn,	15	4	4	1	1	1	2	—	2	—
Other municipalities, . .	19	4	2	4	2	4	3	—	—	—
Trimmers.	14	3	1	—	2	3	3	1	1	—
Time-workers,	7	2	—	—	—	1	3	1	—	—
Piece-workers,	7	1	1	—	2	2	—	—	1	—
Boston and vicinity, . .	2	2	—	—	—	—	—	—	—	—
Haverhill,	10	1	1	—	2	3	2	—	1	—
Other municipalities, . .	2	—	—	—	—	—	1	1	—	—
<i>Full time,</i>	<i>9</i>	<i>3</i>	—	—	<i>1</i>	<i>1</i>	<i>3</i>	—	<i>1</i>	—
Time-workers,	6	2	—	—	—	1	3	—	—	—
Piece-workers,	3	1	—	—	1	—	—	—	1	—
Boston and vicinity, . .	2	2	—	—	—	—	—	—	—	—
Haverhill,	6	1	—	—	1	1	2	—	1	—
Other municipalities, . .	1	—	—	—	—	—	1	—	—	—
Turners-in.	61	39	21	1	—	—	—	—	—	—
Time-workers,	45	29	16	—	—	—	—	—	—	—
Piece-workers,	16	10	5	1	—	—	—	—	—	—
Boston and vicinity, . .	5	5	—	—	—	—	—	—	—	—
Other municipalities, . .	56	34	21	1	—	—	—	—	—	—
<i>Full time,</i>	<i>31</i>	<i>22</i>	<i>8</i>	<i>1</i>	—	—	—	—	—	—
Time-workers,	26	20	6	—	—	—	—	—	—	—
Piece-workers,	5	2	2	1	—	—	—	—	—	—
Boston and vicinity, . .	4	4	—	—	—	—	—	—	—	—
Other municipalities, . .	27	18	8	1	—	—	—	—	—	—
Wrapping Machine Operators.	129	2	9	18	15	31	15	35	3	1
Time-workers,	19	1	6	7	—	4	1	—	—	—
Piece-workers,	110	1	3	11	15	27	14	35	3	1

TABLE F. — ACTUAL HOURLY EARNINGS: BY OCCUPATIONS
— CONTINUED.

Paper Box Making — Concluded.

Females — Concluded.

OCCUPATION CLASSIFICATION.	Total Number of Employees	NUMBER OF EMPLOYEES EARNING AN HOUR —								
		Under 10 cents	10 and under 12 cents	12 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 cents and over
Wrapping Machine Operators — Con.										
Boston and vicinity,	52	2	2	10	6	10	5	15	1	1
Other municipalities,	77	—	7	8	9	21	10	20	2	—
<i>Full time,</i>	47	2	3	13	3	10	7	8	1	—
Time-workers,	8	1	2	5	—	—	—	—	—	—
Piece-workers,	39	1	1	8	3	10	7	8	1	—
Boston and vicinity,	35	2	1	9	3	8	5	7	—	—
Other municipalities,	12	—	2	4	—	2	2	1	1	—
Other Occupations.	188	37	18	14	28	24	24	32	7	4
Time-workers,	93	32	5	4	13	9	11	17	1	1
Piece-workers,	95	5	13	10	15	15	13	15	6	3
Boston and vicinity,	47	29	3	2	5	2	5	1	—	—
Other municipalities,	141	8	15	12	23	22	19	31	7	4
<i>Full time,</i>	95	32	5	7	11	12	7	15	4	2
Time-workers,	68	29	3	3	9	7	4	12	—	1
Piece-workers,	27	3	2	4	2	5	3	3	4	1
Boston and vicinity,	40	26	3	2	3	2	3	1	—	—
Other municipalities,	55	6	2	5	8	10	4	14	4	2
GENERAL OCCUPATIONS, PRODUCING DEPARTMENTS.	199	21	41	39	27	28	15	27	—	1
Cutters, Stock.	15	1	3	1	—	1	—	9	—	—
Time-workers,	15	1	3	1	—	1	—	9	—	—
Boston and vicinity,	4	1	2	1	—	—	—	—	—	—
Other municipalities,	11	—	1	—	—	1	—	9	—	—
<i>Full time,</i>	14	1	2	1	—	1	—	9	—	—
Time-workers,	14	1	2	1	—	1	—	9	—	—
Boston and vicinity,	4	1	2	1	—	—	—	—	—	—
Other municipalities,	10	—	—	—	—	1	—	9	—	—
Labelers.	103	7	30	16	15	14	10	11	—	—
Time-workers,	36	2	16	5	6	5	2	—	—	—
Piece-workers,	67	5	14	11	9	9	8	11	—	—
Boston and vicinity,	17	1	3	3	2	6	2	—	—	—
Haverhill,	14	—	2	1	2	2	2	5	—	—
Other municipalities,	72	6	25	12	11	6	6	6	—	—
<i>Full time,</i>	64	6	18	13	9	7	6	6	—	—
Time-workers,	28	2	11	5	4	4	2	—	—	—
Piece-workers,	36	4	7	8	5	3	3	6	—	—
Boston and vicinity,	8	1	1	2	1	2	1	—	—	—
Haverhill,	11	—	1	1	1	2	1	5	—	—
Other municipalities,	45	5	16	10	7	3	3	1	—	—
Other Occupations.	81	13	8	22	12	13	5	7	—	1
Time-workers,	73	11	4	22	11	12	5	7	—	1
Piece-workers,	8	2	4	—	1	1	—	—	—	—
Boston and vicinity,	19	8	—	3	2	4	2	—	—	—
Other municipalities,	62	5	8	19	10	9	3	7	—	1
<i>Full time,</i>	44	7	3	18	5	4	4	2	—	1
Time-workers,	44	7	3	18	5	4	4	2	—	1
Boston and vicinity,	13	3	—	3	2	3	2	—	—	—
Other municipalities,	31	4	3	15	3	1	2	2	—	1

TABLE F.—ACTUAL HOURLY EARNINGS: BY OCCUPATIONS

— CONTINUED.

Envelope Making.

Males.

OCCUPATION CLASSIFICATION.	Total Number of Employees	NUMBER OF EMPLOYEES EARNING AN HOUR —								
		Under 10 cents	10 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 and under 40 cents	40 cents and over
ALL OCCUPATIONS.	885	18	61	39	77	31	177	149	245	88
PRODUCTIVE OCCUPATIONS.	298	-	14	9	16	7	53	59	91	49
Envelope Cutters.	127	-	-	3	5	1	23	39	45	10
Time-workers,	118	-	-	3	6	1	22	37	40	9
Piece-workers,	9	-	-	-	-	-	1	2	5	1
Worcester,	62	-	-	1	1	-	9	19	25	7
Springfield,	38	-	-	2	3	-	9	11	11	2
Other municipalities,	27	-	-	-	2	1	5	9	9	1
Full time,	86	-	-	3	3	1	11	28	32	8
Time-workers,	79	-	-	3	3	1	11	27	27	7
Piece-workers,	7	-	-	-	-	-	-	1	5	1
Worcester,	43	-	-	1	-	-	5	14	18	5
Springfield,	25	-	-	2	1	-	5	8	7	2
Other municipalities,	18	-	-	-	2	1	1	6	7	1
Foremen.	20	-	-	-	-	-	-	1	10	9
Time-workers,	20	-	-	-	-	-	-	1	10	9
All municipalities,	20	-	-	-	-	-	-	1	10	9
Full time,	20	-	-	-	-	-	-	1	10	9
Time-workers,	20	-	-	-	-	-	-	1	10	9
All municipalities,	20	-	-	-	-	-	-	1	10	9
Helpers, General.	23	-	4	2	5	3	9	-	-	-
Time-workers,	23	-	4	2	5	3	9	-	-	-
Springfield,	13	-	2	2	2	1	6	-	-	-
Other municipalities,	10	-	2	-	3	2	3	-	-	-
Full time,	13	-	4	1	1	1	6	-	-	-
Time-workers,	13	-	4	1	1	1	6	-	-	-
Springfield,	8	-	2	1	1	-	4	-	-	-
Other municipalities,	5	-	2	-	-	1	2	-	-	-
Machine Adjusters.	72	-	1	-	-	2	12	11	21	25
Time-workers,	72	-	1	-	-	2	12	11	21	25
Worcester,	37	-	-	-	-	-	9	4	13	11
Springfield,	21	-	1	-	-	1	1	4	4	10
Other municipalities,	14	-	-	-	-	1	2	3	4	4
Full time,	48	-	1	-	-	1	5	8	12	21
Time-workers,	48	-	1	-	-	1	5	8	12	21
Worcester,	21	-	-	-	-	-	4	2	7	8
Springfield,	19	-	1	-	-	1	1	4	3	9
Other municipalities,	8	-	-	-	-	-	-	2	2	4
Other Occupations.	56	-	9	4	5	1	9	8	15	5
Time-workers,	56	-	9	4	5	1	9	8	15	5
Worcester,	17	-	5	3	1	-	2	1	3	2
Springfield,	13	-	3	-	-	1	2	3	3	1
Other municipalities,	26	-	1	1	4	-	5	4	9	2
Full time,	38	-	6	4	4	1	4	5	9	3
Time-workers,	36	-	6	4	4	1	4	5	9	3
Worcester,	11	-	5	3	1	-	1	-	1	-
Springfield,	10	-	1	-	-	1	1	3	3	1
Other municipalities,	15	-	-	1	3	-	2	2	5	2

TABLE F.—ACTUAL HOURLY EARNINGS: BY OCCUPATIONS
— CONTINUED.

Envelope Making — Continued.

Males — Continued.

OCCUPATION CLASSIFICATION.	Total Number of Employees	NUMBER OF EMPLOYEES EARNING AN HOUR—								
		Under 10 cents	10 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 and under 40 cents	40 cents and over
GENERAL OCCUPATIONS, PRODUCING DEPARTMENTS.	407	18	47	22	56	21	92	61	63	27
Packers.	82	1	3	2	10	3	30	25	8	—
Time-workers,	82	1	3	2	10	3	30	25	8	—
Worcester,	35	1	1	1	2	—	12	15	3	—
Springfield,	34	—	2	1	8	2	9	7	5	—
Other municipalities, . .	13	—	—	—	—	1	9	3	—	—
<i>Full time,</i>	<i>33</i>	<i>1</i>	<i>1</i>	<i>1</i>	<i>5</i>	<i>2</i>	<i>9</i>	<i>8</i>	<i>6</i>	—
Time-workers,	33	1	1	1	5	2	9	8	6	—
Worcester,	8	1	—	—	—	—	4	2	1	—
Springfield,	20	—	1	1	5	1	3	4	5	—
Other municipalities, . .	5	—	—	—	—	1	2	2	—	—
Printers.	165	11	28	10	15	5	13	21	43	19
Time-workers,	158	11	27	10	15	5	13	21	42	14
Piece-workers,	7	—	1	—	—	—	—	—	1	5
Worcester,	43	1	5	2	3	1	4	7	16	4
Springfield,	51	2	9	5	7	2	3	6	9	8
Other municipalities, . .	71	8	14	3	5	2	6	8	18	7
<i>Full time,</i>	<i>86</i>	<i>9</i>	<i>15</i>	<i>4</i>	<i>8</i>	<i>2</i>	<i>4</i>	<i>11</i>	<i>18</i>	<i>15</i>
Time-workers,	81	9	14	4	8	2	4	11	17	12
Piece-workers,	5	—	1	—	—	—	—	—	1	3
Worcester,	23	—	2	1	—	—	1	5	10	4
Springfield,	36	1	6	3	7	2	2	3	5	7
Other municipalities, . .	27	8	7	—	1	—	1	3	3	4
Shippers.	35	—	1	—	4	1	22	2	3	2
Time-workers,	35	—	1	—	4	1	22	2	3	2
All municipalities, . . .	35	—	1	—	4	1	22	2	3	2
<i>Full time,</i>	<i>33</i>	—	<i>1</i>	—	<i>4</i>	<i>1</i>	<i>22</i>	<i>1</i>	<i>2</i>	<i>2</i>
Time-workers,	33	—	1	—	4	1	22	1	2	2
All municipalities, . . .	33	—	1	—	4	1	22	1	2	2
Stock Clerks.	31	—	2	4	8	1	5	7	3	1
Time-workers,	31	—	2	4	8	1	5	7	3	1
All municipalities, . . .	31	—	2	4	8	1	5	7	3	1
<i>Full time,</i>	<i>12</i>	—	<i>1</i>	—	<i>2</i>	—	<i>1</i>	<i>5</i>	<i>2</i>	<i>1</i>
Time-workers,	12	—	1	—	2	—	1	5	2	1
All municipalities, . . .	12	—	1	—	2	—	1	5	2	1
Other Occupations.	94	6	13	6	19	11	22	6	6	5
Time-workers,	92	6	13	6	19	11	22	5	5	5
Piece-workers,	2	—	—	—	—	—	—	1	1	—
Worcester,	18	2	2	—	—	2	5	1	4	2
Springfield,	24	3	5	1	4	2	4	4	—	1
Other municipalities, . .	52	1	6	5	15	7	13	1	2	2
<i>Full time,</i>	<i>45</i>	<i>4</i>	<i>9</i>	<i>1</i>	<i>6</i>	<i>6</i>	<i>7</i>	<i>5</i>	<i>3</i>	<i>4</i>
Time-workers,	45	4	9	1	6	6	7	5	3	4
Worcester,	9	2	1	—	—	1	2	—	2	1
Springfield,	18	1	4	—	4	1	3	4	—	1
Other municipalities, . .	18	1	4	1	2	4	2	1	1	2

TABLE F.—ACTUAL HOURLY EARNINGS: BY OCCUPATIONS

— CONTINUED.

Envelope Making — Continued.

Males — Concluded.

OCCUPATION CLASSIFICATION.	Total Number of Employees	NUMBER OF EMPLOYEES EARNING AN HOUR —								
		Under 10 cents	10 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 and under 40 cents	40 cents and over
POWER, MECHANICAL, AND YARD FORCE.	180	—	—	8	5	3	32	29	91	12
Engineers.	10	—	—	—	—	—	—	—	9	1
Time-workers, . . .	10	—	—	—	—	—	—	—	9	1
All municipalities, . .	10	—	—	—	—	—	—	—	9	1
<i>Full time,</i>	9	—	—	—	—	—	—	—	9	—
Time-workers, . . .	9	—	—	—	—	—	—	—	9	—
All municipalities, .	9	—	—	—	—	—	—	—	9	—
Machinists.	109	—	—	—	—	—	7	22	70	10
Time-workers,	109	—	—	—	—	—	7	22	70	10
Worcester,	71	—	—	—	—	—	5	14	47	5
Springfield,	19	—	—	—	—	—	1	4	13	1
Other municipalities, .	19	—	—	—	—	—	1	4	10	4
<i>Full time,</i>	64	—	—	—	—	—	1	15	40	8
Time-workers, . . .	64	—	—	—	—	—	1	15	40	8
Worcester,	35	—	—	—	—	—	1	10	21	3
Springfield,	18	—	—	—	—	—	—	4	13	1
Other municipalities, .	11	—	—	—	—	—	—	1	6	4
Other Occupations.	61	—	—	8	5	3	25	7	12	1
Time-workers,	61	—	—	8	5	3	25	7	12	1
Worcester,	26	—	—	5	3	1	9	3	5	—
Other municipalities, .	35	—	—	3	2	2	16	4	7	1
<i>Full time,</i>	26	—	—	5	2	3	11	2	2	1
Time-workers, . . .	26	—	—	5	2	3	11	2	2	1
Worcester,	10	—	—	3	2	1	3	1	—	—
Other municipalities, .	16	—	—	2	—	2	8	1	2	1

Females.

OCCUPATION CLASSIFICATION.	Total Number of Employees	NUMBER OF EMPLOYEES EARNING AN HOUR —								
		Under 10 cents	10 and under 12 cents	12 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 cents and over
ALL OCCUPATIONS.	1,112	89	189	218	199	221	88	83	17	8
PRODUCTIVE OCCUPATIONS.	899	77	143	167	165	179	70	68	17	8
Boxers.	174	14	57	34	34	20	6	9	—	—
Time-workers,	109	10	46	26	17	7	2	1	—	—
Piece-workers,	65	4	11	8	17	13	4	8	—	—
Springfield,	97	8	38	20	20	9	1	1	—	—
Other municipalities, .	77	6	19	14	14	11	5	8	—	—

TABLE F.—ACTUAL HOURLY EARNINGS: BY OCCUPATIONS
— CONTINUED.

Envelope Making — Continued.

Females — Continued.

OCCUPATION CLASSIFICATION.	Total Number of Employees	NUMBER OF EMPLOYEES EARNING AN HOUR —								
		Under 10 cents	10 and under 12 cents	12 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 cents and over
Boxers — Con.										
Full time,	114	10	40	22	26	11	3	2	—	—
Time-workers,	87	8	34	20	16	6	2	1	—	—
Piece-workers,	27	2	6	2	10	5	1	1	—	—
Springfield,	74	6	28	15	18	6	1	—	—	—
Other municipalities,	40	4	12	7	8	5	2	2	—	—
Clasp Attachers.										
Full time,	13	—	7	5	1	—	—	—	—	—
Time-workers,	10	—	6	3	1	—	—	—	—	—
Piece-workers,	3	—	1	2	—	—	—	—	—	—
Worcester,	13	—	7	5	1	—	—	—	—	—
Full time,	13	—	7	5	1	—	—	—	—	—
Time-workers,	10	—	6	3	1	—	—	—	—	—
Piece-workers,	3	—	1	2	—	—	—	—	—	—
Worcester,	13	—	7	5	1	—	—	—	—	—
Counters.										
Full time,	24	—	2	7	5	8	—	2	—	—
Time-workers,	21	—	2	6	5	6	—	2	—	—
Piece-workers,	3	—	—	1	—	2	—	—	—	—
Springfield,	9	—	1	1	2	5	—	—	—	—
Other municipalities,	15	—	1	6	3	3	—	2	—	—
Full time,	17	—	2	4	3	6	—	2	—	—
Time-workers,	16	—	2	4	3	5	—	2	—	—
Piece-workers,	1	—	—	—	—	1	—	—	—	—
Springfield,	8	—	1	1	1	5	—	—	—	—
Other municipalities,	9	—	1	3	2	1	—	2	—	—
Edge Tinters.										
Full time,	39	1	2	4	4	3	3	6	11	5
Time-workers,	4	—	—	1	3	—	—	—	—	—
Piece-workers,	35	1	2	3	1	3	3	6	11	5
All municipalities,	39	1	2	4	4	3	3	6	11	5
Full time,	5	—	—	1	2	1	1	—	—	—
Time-workers,	2	—	—	—	2	—	—	—	—	—
Piece-workers,	3	—	—	1	—	1	1	—	—	—
All municipalities,	5	—	—	1	2	1	1	—	—	—
Envelope Machine Operators.										
Full time,	345	8	29	72	80	97	43	15	1	—
Time-workers,	88	1	7	24	16	32	5	3	—	—
Piece-workers,	257	7	22	48	64	65	38	12	1	—
Worcester,	57	5	12	18	14	8	—	—	—	—
Springfield,	172	3	10	29	52	47	26	5	—	—
Other municipalities,	116	—	7	25	14	42	17	10	1	—
Full time,	148	4	19	31	41	38	8	6	1	—
Time-workers,	72	1	6	18	15	24	5	3	—	—
Piece-workers,	76	3	13	13	26	14	3	3	1	—
Worcester,	44	3	9	11	13	8	—	—	—	—
Springfield,	58	1	4	7	25	14	4	3	—	—
Other municipalities,	46	—	6	13	3	16	4	3	1	—
Folders, Hand.										
Full time,	158	43	28	21	22	24	8	12	—	—
Time-workers,	69	23	15	6	9	8	4	4	—	—
Piece-workers,	89	20	13	15	13	16	4	8	—	—
Worcester,	51	14	10	7	9	6	2	3	—	—
Springfield,	34	7	4	5	6	8	2	2	—	—
Other municipalities,	73	22	14	9	7	10	4	7	—	—

TABLE F.—ACTUAL HOURLY EARNINGS: BY OCCUPATIONS

— CONTINUED.

Envelope Making — Continued.

Females — Continued.

OCCUPATION CLASSIFICATION.	Total Number of Employees	NUMBER OF EMPLOYEES EARNING AN HOUR —								
		Under 10 cents	10 and under 12 cents	12 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 cents and over
Folders, Hand — Con.										
<i>Full time,</i>	117	30	23	16	17	16	7	8	—	—
Time-workers,	65	22	15	5	8	7	4	4	—	—
Piece-workers,	52	8	8	11	9	9	3	4	—	—
Worcester,	41	8	8	6	8	6	2	3	—	—
Springfield,	11	—	1	1	3	4	1	1	—	—
Other municipalities, .	65	22	14	9	6	6	4	4	—	—
Sealers, Hand.	36	1	8	4	6	11	2	4	—	—
Time-workers,	27	1	8	4	4	10	—	—	—	—
Piece-workers,	9	—	—	—	2	1	2	4	—	—
Springfield,	16	1	7	2	1	4	1	—	—	—
Other municipalities, .	20	—	1	2	5	7	1	4	—	—
<i>Full time,</i>	24	1	6	4	3	8	1	1	—	—
Time-workers,	20	1	6	4	2	7	—	—	—	—
Piece-workers,	4	—	—	—	1	1	1	1	—	—
Springfield,	13	1	6	2	1	3	—	—	—	—
Other municipalities, .	11	—	—	2	2	5	1	1	—	—
Other Occupations.	110	10	15	20	13	16	8	20	5	3
Time-workers,	106	10	15	18	13	15	8	20	5	2
Piece-workers,	4	—	—	2	—	1	—	—	—	1
Worcester,	17	1	1	8	1	1	2	2	—	1
Springfield,	34	6	5	7	3	6	2	4	—	1
Other municipalities, .	59	3	9	5	9	9	4	14	5	1
<i>Full time,</i>	76	8	8	17	6	9	7	13	4	3
Time-workers,	72	8	8	15	6	9	7	13	4	2
Piece-workers,	3	—	—	2	—	—	—	—	—	1
Worcester,	14	1	—	7	1	—	2	2	—	1
Springfield,	28	5	3	6	2	5	2	4	—	1
Other municipalities, .	33	2	5	4	3	4	3	7	4	1
GENERAL OCCUPATIONS, PRODUCING DEPARTMENTS.	213	12	41	51	34	42	18	15	—	—
Die Stamp Machine Operators.	22	6	9	4	3	—	—	—	—	—
Time-workers,	22	6	9	4	3	—	—	—	—	—
Worcester,	22	6	9	4	3	—	—	—	—	—
<i>Full time,</i>	11	4	3	2	2	—	—	—	—	—
Time-workers,	11	4	3	2	2	—	—	—	—	—
Worcester,	11	4	3	2	2	—	—	—	—	—
Packers.	22	—	2	11	6	1	—	2	—	—
Time-workers,	21	—	2	11	6	1	—	1	—	—
Piece-workers,	1	—	—	—	—	—	—	1	—	—
Springfield,	19	—	1	10	6	1	—	1	—	—
Other municipalities, .	3	—	1	1	—	—	—	1	—	—
<i>Full time,</i>	20	—	2	10	6	1	—	1	—	—
Time-workers,	20	—	2	10	6	1	—	1	—	—
Springfield,	19	—	1	10	6	1	—	1	—	—
Other municipalities, .	1	—	1	—	—	—	—	—	—	—

TABLE F. — ACTUAL HOURLY EARNINGS: BY OCCUPATIONS
— CONTINUED.

Envelope Making — Concluded.

Females — Concluded.

OCCUPATION CLASSIFICATION.	Total Number of Employees	NUMBER OF EMPLOYEES EARNING AN HOUR —								
		Under 10 cents	10 and under 12 cents	12 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 cents and over
Printers.	114	3	18	22	15	34	16	6	—	—
Time-workers,	59	1	17	12	9	15	4	1	—	—
Piece-workers,	55	2	1	10	6	19	12	5	—	—
Worcester,	26	1	1	13	1	4	3	3	—	—
Springfield,	29	—	11	3	6	6	2	1	—	—
Other municipalities, . .	59	2	6	6	8	24	11	2	—	—
<i>Full time,</i>	<i>66</i>	<i>—</i>	<i>13</i>	<i>16</i>	<i>8</i>	<i>19</i>	<i>5</i>	<i>5</i>	<i>—</i>	<i>—</i>
Time-workers,	38	—	13	6	6	10	2	1	—	—
Piece-workers,	28	—	—	10	2	9	3	4	—	—
Worcester,	15	—	—	9	—	2	1	3	—	—
Springfield,	18	—	8	2	5	2	—	1	—	—
Other municipalities, . .	33	—	5	5	3	15	4	1	—	—
Other Occupations.	55	3	12	14	10	7	2	7	—	—
Time-workers,	47	3	11	10	9	6	2	6	—	—
Piece-workers,	8	—	1	4	1	1	—	1	—	—
Worcester,	11	—	—	5	2	1	1	2	—	—
Springfield,	16	2	6	2	2	2	1	1	—	—
Other municipalities, . .	28	1	6	7	6	4	—	4	—	—
<i>Full time,</i>	<i>37</i>	<i>5</i>	<i>9</i>	<i>9</i>	<i>5</i>	<i>4</i>	<i>1</i>	<i>6</i>	<i>—</i>	<i>—</i>
Time-workers,	33	3	9	8	4	3	1	5	—	—
Piece-workers,	4	—	—	1	1	1	—	1	—	—
Worcester,	8	—	—	4	2	—	—	2	—	—
Springfield,	14	2	5	1	2	2	1	1	—	—
Other municipalities, . .	15	1	4	4	1	2	—	3	—	—

Other Paper Products.¹

Males.

OCCUPATION CLASSIFICATION.	Total Number of Employees	NUMBER OF EMPLOYEES EARNING AN HOUR —								
		Under 10 cents	10 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 and under 40 cents	40 cents and over
ALL OCCUPATIONS.	2,217	72	193	162	280	160	468	384	360	138
PRODUCTIVE OCCUPATIONS.	1,314	44	147	113	195	107	280	203	156	69
Calendermen.	53	—	3	7	15	3	19	3	3	—
Time-workers,	52	—	3	7	15	3	19	2	3	—
Piece-workers,	1	—	—	—	—	—	—	1	—	—
Holyoke,	18	—	—	—	9	—	8	—	1	—
Springfield,	14	—	1	—	1	3	6	1	2	—
Other municipalities, . .	21	—	2	7	5	—	5	2	—	—
<i>Full time,</i>	<i>18</i>	<i>—</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>3</i>	<i>5</i>	<i>2</i>	<i>2</i>	<i>—</i>
Time-workers,	18	—	1	2	3	3	5	2	2	—
Springfield,	13	—	1	—	1	3	5	1	2	—
Other municipalities, . .	5	—	—	2	2	—	—	1	—	—

¹ Data for eight male employees, whose hourly earnings could not be computed on account of incomplete information, were not included in this tabulation.

TABLE F.—ACTUAL HOURLY EARNINGS: BY OCCUPATIONS

— CONTINUED.

Other Paper Products — Continued.

Males — Continued.

OCCUPATION CLASSIFICATION.	Total Number of Employees	NUMBER OF EMPLOYEES EARNING AN HOUR —								
		Under 10 cents	10 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 and under 40 cents	40 cents and over
Coaters.	130	—	12	28	40	7	21	12	8	2
Time-workers, . . .	130	—	12	28	40	7	21	12	8	2
Springfield, . . .	29	—	11	5	7	—	1	2	3	—
Other municipalities, . . .	101	—	1	23	33	7	20	10	5	2
<i>Full time,</i> . . .	<i>73</i>	—	<i>9</i>	<i>13</i>	<i>22</i>	<i>5</i>	<i>7</i>	<i>8</i>	<i>7</i>	<i>2</i>
Time-workers, . . .	73	—	9	13	22	5	7	8	7	2
Springfield, . . .	26	—	8	5	7	—	1	2	3	—
Other municipalities, . . .	47	—	1	8	15	5	6	6	4	2
Coated Paper Mill Employees, n. e. s.	85	1	11	9	8	17	27	7	5	—
Time-workers, . . .	84	1	11	9	8	17	27	6	5	—
Piece-workers, . . .	1	—	—	—	—	—	—	1	—	—
Holyoke, . . .	10	—	—	1	—	—	7	2	—	—
Springfield, . . .	19	—	7	2	2	1	2	2	3	—
Other municipalities, . . .	56	1	4	6	6	16	18	3	2	—
<i>Full time,</i> . . .	<i>51</i>	<i>1</i>	<i>2</i>	—	<i>2</i>	<i>7</i>	<i>12</i>	<i>4</i>	<i>3</i>	—
Time-workers, . . .	30	1	2	—	2	7	12	3	3	—
Piece-workers, . . .	1	—	—	—	—	—	—	1	—	—
Holyoke, . . .	1	—	—	—	—	—	—	1	—	—
Springfield, . . .	8	—	2	—	2	—	1	2	1	—
Other municipalities, . . .	22	1	—	—	—	7	11	1	2	—
Color Mixers.	52	—	4	3	14	1	15	4	4	7
Time-workers, . . .	52	—	4	3	14	1	15	4	4	7
Boston and vicinity, . . .	7	—	—	—	1	1	1	1	—	3
Holyoke, . . .	16	—	—	1	9	—	5	—	1	—
Springfield, . . .	12	—	—	2	2	—	5	—	1	2
Other municipalities, . . .	17	—	4	—	2	—	4	3	2	2
<i>Full time,</i> . . .	<i>18</i>	—	—	<i>1</i>	<i>1</i>	—	<i>8</i>	<i>1</i>	<i>2</i>	<i>5</i>
Time-workers, . . .	18	—	—	1	1	—	8	1	2	5
Boston and vicinity, . . .	4	—	—	—	—	—	1	—	—	3
Springfield, . . .	10	—	—	1	1	—	5	—	1	2
Other municipalities, . . .	4	—	—	—	—	—	2	1	1	—
Cutters.	159	2	13	9	11	10	43	34	35	2
Time-workers, . . .	134	2	9	6	9	9	33	30	34	2
Piece-workers, . . .	25	—	4	3	2	1	10	4	1	—
Boston and vicinity, . . .	29	—	—	1	—	—	3	9	16	—
Holyoke, . . .	29	2	2	3	3	2	9	4	4	—
Other municipalities, . . .	101	—	11	5	8	8	31	21	15	2
<i>Full time,</i> . . .	<i>84</i>	<i>1</i>	<i>12</i>	<i>3</i>	<i>6</i>	<i>4</i>	<i>24</i>	<i>18</i>	<i>16</i>	—
Time-workers, . . .	71	1	8	2	4	4	19	17	16	—
Piece-workers, . . .	13	—	4	1	2	—	5	1	—	—
Boston and vicinity, . . .	23	—	—	1	—	—	3	8	11	—
Holyoke, . . .	19	1	2	1	2	2	6	2	3	—
Other municipalities, . . .	42	—	10	1	4	2	15	8	2	—
Foremen.	65	—	—	—	—	1	6	8	19	31
Time-workers, . . .	65	—	—	—	—	1	6	8	19	31
Boston and vicinity, . . .	15	—	—	—	—	—	1	1	5	8
Other municipalities, . . .	50	—	—	—	—	1	5	7	14	23
<i>Full time,</i> . . .	<i>50</i>	—	—	—	—	—	<i>5</i>	<i>6</i>	<i>11</i>	<i>28</i>
Time-workers, . . .	50	—	—	—	—	—	5	6	11	28
Boston and vicinity, . . .	14	—	—	—	—	—	1	1	4	8
Other municipalities, . . .	36	—	—	—	—	—	4	5	7	20

TABLE F. — ACTUAL HOURLY EARNINGS: BY OCCUPATIONS
— CONTINUED.

Other Paper Products — Continued.

Males — Continued.

OCCUPATION CLASSIFICATION.	Total Number of Employees	NUMBER OF EMPLOYEES EARNING AN HOUR —								
		Under 10 cents	10 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 and under 40 cents	40 cents and over
Helpers.	60	15	15	2	9	6	10	3	—	—
Time-workers,	60	15	15	2	9	6	10	3	—	—
Boston and vicinity,	20	9	3	1	4	3	—	—	—	—
Holyoke,	11	—	6	—	3	—	2	—	—	—
Other municipalities,	29	6	6	1	2	3	8	3	—	—
<i>Full time,</i>	<i>30</i>	<i>8</i>	<i>7</i>	<i>1</i>	<i>8</i>	<i>3</i>	<i>3</i>	—	—	—
Time-workers,	30	8	7	1	8	3	3	—	—	—
Boston and vicinity,	14	7	1	—	3	3	—	—	—	—
Holyoke,	5	—	1	—	3	—	1	—	—	—
Other municipalities,	11	1	5	1	2	—	2	—	—	—
Machine Operators and Tenders.	228	1	17	19	37	21	56	55	21	1
Time-workers,	211	1	17	17	36	20	49	50	20	1
Piece-workers,	17	—	—	2	1	1	7	5	1	—
Boston and vicinity,	21	1	10	1	1	—	3	5	—	—
Holyoke,	12	—	—	2	6	—	1	—	3	—
Springfield,	20	—	—	1	5	4	8	1	1	—
Other municipalities,	175	—	7	15	25	17	44	49	17	1
<i>Full time,</i>	<i>111</i>	<i>1</i>	<i>14</i>	<i>6</i>	<i>20</i>	<i>15</i>	<i>26</i>	<i>22</i>	<i>8</i>	—
Time-workers,	108	1	14	5	20	15	26	19	8	—
Piece-workers,	3	—	—	—	—	—	—	3	—	—
Boston and vicinity,	18	1	8	1	—	—	3	5	—	—
Holyoke,	1	—	—	—	1	—	—	—	—	—
Springfield,	16	—	—	—	4	4	6	1	1	—
Other municipalities,	76	—	6	4	15	11	17	16	7	—
Pressmen.	160	8	6	5	15	11	29	45	29	12
Time-workers,	145	7	4	4	14	10	23	42	29	12
Piece-workers,	15	1	2	1	1	1	6	3	—	—
Boston and vicinity,	61	—	3	1	6	9	10	21	9	2
Springfield,	14	—	1	2	3	—	2	2	2	2
Other municipalities,	85	8	2	2	6	2	17	22	18	8
<i>Full time,</i>	<i>52</i>	<i>5</i>	<i>1</i>	—	<i>6</i>	<i>4</i>	<i>7</i>	<i>15</i>	<i>11</i>	<i>3</i>
Time-workers,	52	5	1	—	6	4	7	15	11	3
Boston and vicinity,	24	—	—	—	4	4	3	8	3	2
Springfield,	7	—	1	—	1	—	1	2	2	—
Other municipalities,	21	5	—	—	1	—	3	5	6	1
Printers, Wall Paper.	43	1	23	1	1	—	—	3	4	10
Time-workers,	43	1	23	1	1	—	—	3	4	10
Boston and vicinity,	10	—	1	—	1	—	—	1	2	5
Other municipalities,	33	1	22	1	—	—	—	2	2	5
<i>Full time,</i>	<i>10</i>	—	<i>1</i>	—	<i>1</i>	—	—	<i>1</i>	<i>2</i>	<i>5</i>
Time-workers,	10	—	1	—	1	—	—	1	2	5
Boston and vicinity,	10	—	1	—	1	—	—	1	2	5
Reelers.	70	—	6	16	24	9	10	5	—	—
Time-workers,	69	—	6	16	24	9	10	4	—	—
Piece-workers,	1	—	—	—	—	—	—	1	—	—
Boston and vicinity,	6	—	—	—	4	—	1	1	—	—
Springfield,	38	—	4	12	15	6	—	1	—	—
Other municipalities,	26	—	2	4	5	3	9	3	—	—
<i>Full time,</i>	<i>49</i>	—	<i>3</i>	<i>8</i>	<i>21</i>	<i>6</i>	<i>9</i>	<i>2</i>	—	—
Time-workers,	49	—	3	8	21	6	9	2	—	—
Boston and vicinity,	6	—	—	—	4	—	1	1	—	—
Springfield,	32	—	3	8	15	5	—	1	—	—
Other municipalities,	11	—	—	—	2	1	8	—	—	—

TABLE F.—ACTUAL HOURLY EARNINGS: BY OCCUPATIONS

— CONTINUED.

Other Paper Products — Continued.

Males — Continued.

OCCUPATION CLASSIFICATION.	Total Number of Employees	NUMBER OF EMPLOYEES EARNING AN HOUR —								
		Under 10 cents	10 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 and under 40 cents	40 cents and over
Rulers.	42	—	—	4	1	2	11	5	17	2
Time-workers, . . .	38	—	—	4	1	2	11	5	14	1
Piece-workers, . . .	4	—	—	—	—	—	—	—	3	1
Boston and vicinity, . .	13	—	—	—	—	1	3	3	5	1
Holyoke, . . .	23	—	—	4	1	1	4	2	10	1
Other municipalities, . .	6	—	—	—	—	—	4	—	2	—
<i>Full time,</i> . . .	<i>21</i>	—	—	1	—	—	8	1	9	2
Time-workers, . . .	20	—	—	1	—	—	8	1	9	1
Piece-workers, . . .	1	—	—	—	—	—	—	—	—	1
Boston and vicinity, . .	5	—	—	—	—	—	2	—	2	1
Holyoke, . . .	10	—	—	1	—	—	2	1	5	1
Other municipalities, . .	6	—	—	—	—	—	4	—	2	—
Other Occupations.	167	16	37	10	20	19	33	19	11	2
Time-workers, . . .	151	14	35	10	17	19	30	17	8	1
Piece-workers, . . .	16	2	2	—	3	—	3	2	3	1
Boston and vicinity, . .	12	2	5	1	—	—	2	—	1	1
Holyoke, . . .	37	3	8	3	2	2	9	8	1	1
Other municipalities, . .	118	11	24	6	18	17	22	11	9	—
<i>Full time,</i> . . .	<i>107</i>	<i>10</i>	<i>28</i>	<i>6</i>	<i>13</i>	<i>14</i>	<i>20</i>	<i>14</i>	<i>2</i>	—
Time-workers, . . .	100	9	27	6	12	14	17	13	2	—
Piece-workers, . . .	7	1	1	—	1	—	3	1	—	—
Boston and vicinity, . .	7	2	4	—	—	—	1	—	—	—
Holyoke, . . .	25	2	8	2	1	—	5	7	—	—
Other municipalities, . .	75	6	16	4	12	14	14	7	2	—
GENERAL OCCUPATIONS, PRODUCING DEPARTMENTS.	728	28	45	41	68	50	163	133	154	46
Packers and Shippers.	127	1	6	7	14	15	41	27	15	1
Time-workers, . . .	121	1	6	7	13	14	38	27	14	1
Piece-workers, . . .	6	—	—	—	1	1	3	—	1	—
Boston and vicinity, . .	9	—	—	—	—	1	5	1	1	1
Holyoke, . . .	18	—	1	1	2	1	6	4	3	—
Springfield, . . .	32	1	1	3	2	5	13	2	5	—
Other municipalities, . .	68	—	4	3	10	8	17	20	6	—
<i>Full time,</i> . . .	<i>66</i>	—	1	4	9	10	23	9	9	1
Time-workers, . . .	61	—	1	4	8	9	21	9	8	1
Piece-workers, . . .	5	—	—	—	1	1	2	—	1	—
Boston and vicinity, . .	7	—	—	—	—	—	4	1	1	1
Holyoke, . . .	10	—	—	—	1	1	4	1	3	—
Springfield, . . .	20	—	—	2	2	3	8	2	3	—
Other municipalities, . .	29	—	1	2	6	6	7	5	2	—
Printers.	186	1	4	3	6	12	18	43	85	9
Time-workers, . . .	177	1	4	7	6	12	17	42	79	9
Piece-workers, . . .	9	—	—	1	—	—	1	1	6	—
Boston and vicinity, . .	27	—	—	—	—	1	2	6	16	2
Holyoke, . . .	12	1	1	—	—	—	2	1	6	1
Other municipalities, . .	147	—	3	8	6	11	14	36	63	6
<i>Full time,</i> . . .	<i>79</i>	<i>1</i>	<i>2</i>	<i>5</i>	—	<i>3</i>	<i>6</i>	<i>14</i>	<i>45</i>	<i>4</i>
Time-workers, . . .	78	1	2	5	—	3	5	14	44	4
Piece-workers, . . .	1	—	—	—	—	—	—	—	1	—
Boston and vicinity, . .	18	—	—	—	—	1	1	3	12	1
Holyoke, . . .	6	1	—	—	—	—	1	—	4	—
Other municipalities, . .	55	—	2	5	—	2	3	11	29	3

TABLE F.—ACTUAL HOURLY EARNINGS: BY OCCUPATIONS
— CONTINUED.

Other Paper Products — Continued.

Males — Concluded.

OCCUPATION CLASSIFICATION.	Total Number of Employees	NUMBER OF EMPLOYEES EARNING AN HOUR —								
		Under 10 cents	10 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 and under 40 cents	40 cents and over
Truckers.	53	—	1	7	11	4	21	8	1	—
Time-workers,	53	—	1	7	11	4	21	8	1	—
Holyoke,	14	—	—	1	3	4	3	3	—	—
Other municipalities, . .	39	—	1	6	8	—	18	5	1	—
<i>Full time,</i>	<i>17</i>	—	—	3	3	1	9	1	—	—
Time-workers,	17	—	—	3	3	1	9	1	—	—
Holyoke,	3	—	—	—	—	1	2	—	—	—
Other municipalities, . .	14	—	—	3	3	—	7	1	—	—
Other Occupations.	362	26	34	19	37	19	83	55	53	36
Time-workers,	351	26	34	19	35	17	80	54	51	35
Piece-workers,	11	—	—	—	2	2	3	1	2	1
Boston and vicinity, . .	56	14	5	2	4	2	12	7	6	4
Holyoke,	33	3	8	1	6	3	7	—	5	—
Other municipalities, . .	273	9	21	16	27	14	64	48	42	32
<i>Full time,</i>	<i>199</i>	<i>18</i>	<i>23</i>	<i>9</i>	<i>16</i>	<i>10</i>	<i>45</i>	<i>24</i>	<i>33</i>	<i>21</i>
Time-workers,	195	18	23	9	15	9	43	24	33	21
Piece-workers,	4	—	—	—	1	1	2	—	—	—
Boston and vicinity, . .	43	8	4	1	3	1	11	7	4	4
Holyoke,	22	3	6	—	1	2	5	—	5	—
Other municipalities, . .	134	7	13	8	12	7	29	17	24	17
POWER, MECHANICAL, AND YARD FORCE.	175	—	1	8	17	3	25	48	50	23
Engineers.	17	—	—	—	1	—	1	1	13	1
Time-workers,	17	—	—	—	1	—	1	1	13	1
Boston and vicinity, . .	1	—	—	—	—	—	—	—	1	—
Other municipalities, . .	16	—	—	—	1	—	1	1	12	1
<i>Full time,</i>	<i>9</i>	—	—	—	—	—	1	—	7	1
Time-workers,	9	—	—	—	—	—	1	—	7	1
Boston and vicinity, . .	1	—	—	—	—	—	—	—	1	—
Other municipalities, . .	8	—	—	—	—	—	1	—	6	1
Machinists.	59	—	—	—	—	—	3	20	18	18
Time-workers,	59	—	—	—	—	—	3	20	18	18
Boston and vicinity, . .	4	—	—	—	—	—	—	—	2	2
Other municipalities, . .	55	—	—	—	—	—	3	20	16	16
<i>Full time,</i>	<i>30</i>	—	—	—	—	—	1	8	11	10
Time-workers,	30	—	—	—	—	—	1	8	11	10
Boston and vicinity, . .	4	—	—	—	—	—	—	—	2	2
Other municipalities, . .	26	—	—	—	—	—	1	8	9	8
Other Occupations.	99	—	1	8	16	3	21	27	19	4
Time-workers,	99	—	1	8	16	3	21	27	19	4
Boston and vicinity, . .	2	—	—	—	—	—	1	—	1	—
Holyoke,	17	—	—	3	5	3	—	5	1	—
Other municipalities, . .	80	—	1	5	11	—	20	22	17	4
<i>Full time,</i>	<i>49</i>	—	1	6	11	1	9	11	10	—
Time-workers,	49	—	1	6	11	1	9	11	10	—
Boston and vicinity, . .	1	—	—	—	—	—	—	—	1	—
Holyoke,	8	—	—	1	4	1	—	2	—	—
Other municipalities, . .	40	—	1	5	7	—	9	9	9	—

TABLE F.—ACTUAL HOURLY EARNINGS: BY OCCUPATIONS

— CONTINUED.

Other Paper Products—Continued.

Females.

OCCUPATION CLASSIFICATION.	Total Number of Employees	NUMBER OF EMPLOYEES EARNING AN HOUR —								
		Under 10 cents	10 and under 12 cents	12 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 cents and over
ALL OCCUPATIONS.	1,522	261	363	313	181	190	95	96	13	10
PRODUCTIVE OCCUPATIONS.	1,328	226	305	288	160	178	81	78	10	2
Binders.	52	2	14	11	4	5	5	11	—	—
Time-workers,	25	1	10	8	3	1	1	1	—	—
Piece-workers,	27	1	4	3	1	4	4	10	—	—
Boston and vicinity,	8	1	1	2	3	—	1	—	—	—
Holyoke,	37	—	11	7	1	5	3	10	—	—
Other municipalities,	7	1	2	2	—	—	1	1	—	—
Full time,	28	—	5	10	2	2	2	7	—	—
Time-workers,	13	—	3	8	1	1	—	—	—	—
Piece-workers,	15	—	2	2	1	1	2	7	—	—
Boston and vicinity,	3	—	—	2	1	—	—	—	—	—
Holyoke,	23	—	4	7	1	2	2	7	—	—
Other municipalities,	2	—	1	1	—	—	—	—	—	—
Cone and Tube Makers.	85	2	13	37	30	3	—	—	—	—
Time-workers,	23	2	13	7	—	1	—	—	—	—
Piece-workers,	62	—	—	30	30	2	—	—	—	—
Boston and vicinity,	24	2	—	22	—	—	—	—	—	—
Other municipalities,	61	—	13	15	30	3	—	—	—	—
Full time,	71	2	12	32	24	1	—	—	—	—
Time-workers,	22	2	12	7	—	1	—	—	—	—
Piece-workers,	49	—	—	25	24	—	—	—	—	—
Boston and vicinity,	24	2	—	22	—	—	—	—	—	—
Other municipalities,	47	—	12	10	24	1	—	—	—	—
Cutters.	129	—	16	15	16	37	22	21	2	—
Time-workers,	34	—	14	9	4	6	1	—	—	—
Piece-workers,	95	—	2	6	12	31	21	21	2	—
Boston and vicinity,	14	—	2	7	2	3	—	—	—	—
Other municipalities,	115	—	14	8	14	34	22	21	2	—
Full time,	49	—	12	8	8	21	—	—	—	—
Time-workers,	24	—	11	7	2	4	—	—	—	—
Piece-workers,	25	—	1	1	6	17	—	—	—	—
Boston and vicinity,	7	—	1	4	1	1	—	—	—	—
Other municipalities,	42	—	11	4	7	20	—	—	—	—
Forewomen.	21	—	1	1	3	4	2	8	1	1
Time-workers,	21	—	1	1	3	4	2	8	1	1
Boston and vicinity,	7	—	—	1	2	1	1	2	—	—
Other municipalities,	14	—	1	—	1	3	1	6	1	1
Full time,	17	—	1	1	3	4	1	5	1	1
Time-workers,	17	—	1	1	3	4	1	5	1	1
Boston and vicinity,	7	—	—	1	2	1	1	2	—	—
Other municipalities,	10	—	1	—	1	3	—	3	1	1
Inspectors.	138	55	36	18	13	7	4	5	—	—
Time-workers,	130	55	36	18	11	5	1	4	—	—
Piece-workers,	8	—	—	—	2	2	3	1	—	—
Boston and vicinity,	77	52	17	4	2	—	1	1	—	—
Other municipalities,	61	3	19	14	11	7	3	4	—	—
Full time,	59	15	20	10	7	4	—	3	—	—
Time-workers,	59	15	20	10	7	4	—	3	—	—
Boston and vicinity,	24	13	8	1	1	—	—	1	—	—
Other municipalities,	35	2	12	9	6	4	—	2	—	—

TABLE F.—ACTUAL HOURLY EARNINGS: BY OCCUPATIONS
— CONTINUED.

Other Paper Products — Continued.

Females — Continued.

OCCUPATION CLASSIFICATION.	Total Number of Employees	NUMBER OF EMPLOYEES EARNING AN HOUR —								
		Under 10 cents	10 and under 12 cents	12 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 cents and over
Machine Operators and Tenders.	196	23	23	53	33	45	10	6	3	—
Time-workers,	111	23	20	41	13	10	2	1	1	—
Piece-workers,	85	—	3	12	20	35	8	5	2	—
Boston and vicinity,	36	13	7	13	1	2	—	—	—	—
Holyoke,	10	2	1	1	1	1	—	3	1	—
Springfield,	45	2	2	22	13	4	1	—	1	—
Other municipalities,	105	6	13	17	18	38	9	3	1	—
<i>Full time,</i>	<i>65</i>	<i>7</i>	<i>9</i>	<i>23</i>	<i>12</i>	<i>10</i>	<i>—</i>	<i>3</i>	<i>1</i>	<i>—</i>
Time-workers,	56	7	8	21	10	9	—	—	1	—
Piece-workers,	9	—	1	2	2	1	—	3	—	—
Boston and vicinity,	6	2	—	2	—	2	—	—	—	—
Holyoke,	7	1	—	1	1	1	—	3	—	—
Springfield,	21	1	1	16	2	—	—	—	1	—
Other municipalities,	31	3	8	4	9	7	—	—	—	—
Paper Novelty Workers.	244	70	73	43	21	18	13	6	—	—
Time-workers,	113	27	46	16	15	6	2	1	—	—
Piece-workers,	131	43	27	27	6	12	11	5	—	—
All municipalities,	244	70	73	43	21	18	13	6	—	—
<i>Full time,</i>	<i>111</i>	<i>37</i>	<i>41</i>	<i>18</i>	<i>10</i>	<i>2</i>	<i>2</i>	<i>1</i>	<i>—</i>	<i>—</i>
Time-workers,	72	16	27	14	10	2	2	1	—	—
Piece-workers,	39	21	14	4	—	—	—	—	—	—
All municipalities,	111	37	41	18	10	2	2	1	—	—
Pasters and Labelers.	53	17	11	13	4	6	1	1	—	—
Time-workers,	46	17	11	8	4	6	—	—	—	—
Piece-workers,	7	—	—	5	—	—	1	1	—	—
Boston and vicinity,	17	11	4	—	1	1	—	—	—	—
Holyoke,	11	3	3	3	—	2	—	—	—	—
Other municipalities,	25	3	4	10	3	3	1	1	—	—
<i>Full time,</i>	<i>35</i>	<i>12</i>	<i>6</i>	<i>9</i>	<i>3</i>	<i>5</i>	<i>—</i>	<i>—</i>	<i>—</i>	<i>—</i>
Time-workers,	33	12	6	7	3	5	—	—	—	—
Piece-workers,	2	—	—	2	—	—	—	—	—	—
Boston and vicinity,	10	6	3	—	—	1	—	—	—	—
Holyoke,	9	3	1	3	—	2	—	—	—	—
Other municipalities,	16	3	2	6	3	2	—	—	—	—
Sealers and Banders.	54	2	4	7	10	10	8	9	3	1
Time-workers,	17	1	4	3	6	3	—	—	—	—
Piece-workers,	37	1	—	4	4	7	8	9	3	1
Holyoke,	15	1	2	4	1	2	2	2	—	1
Other municipalities,	39	1	2	3	9	8	6	7	3	—
<i>Full time,</i>	<i>18</i>	<i>1</i>	<i>1</i>	<i>2</i>	<i>7</i>	<i>4</i>	<i>1</i>	<i>1</i>	<i>—</i>	<i>1</i>
Time-workers,	11	—	1	2	6	2	—	—	—	—
Piece-workers,	7	1	—	—	1	2	1	1	—	1
Holyoke,	9	1	1	1	1	2	1	1	—	1
Other municipalities,	9	—	—	1	6	2	—	—	—	—
Sorters and Counters.	135	39	50	25	5	7	2	5	1	—
Time-workers,	117	37	49	22	3	5	—	1	—	—
Piece-workers,	18	2	1	4	2	2	2	4	1	—
Boston and vicinity,	2	—	2	—	—	—	—	—	—	—
Holyoke,	38	2	3	19	3	6	1	4	—	—
Other municipalities,	95	37	45	7	2	1	1	1	1	—

TABLE F.—ACTUAL HOURLY EARNINGS: BY OCCUPATIONS

— CONCLUDED.

Other Paper Products — Concluded.

Females — Concluded.

OCCUPATION CLASSIFICATION.	Total Number of Employees	NUMBER OF EMPLOYEES EARNING AN HOUR —								
		Under 10 cents	10 and under 12 cents	12 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 cents and over
Sorters and Counters										
— Con.										
<i>Full time,</i>	45	18	8	7	4	2	2	3	1	—
Time-workers,	32	17	7	3	3	2	—	—	—	—
Piece-workers,	13	1	1	4	1	—	2	3	1	—
Boston and vicinity,	2	—	2	—	—	—	—	—	—	—
Holyoke,	14	1	1	5	2	1	1	3	—	—
Other municipalities,	29	17	5	2	2	1	1	—	1	—
Other Occupations.	221	16	64	64	21	36	14	6	—	—
Time-workers,	159	14	55	41	19	26	3	1	—	—
Piece-workers,	62	2	9	23	2	10	11	5	—	—
Boston and vicinity,	40	5	9	20	4	2	—	—	—	—
Holyoke,	50	1	5	8	9	18	5	4	—	—
Springfield,	14	—	1	3	3	4	3	—	—	—
Other municipalities,	117	10	49	33	5	12	6	2	—	—
<i>Full time,</i>	162	9	53	50	10	28	8	4	—	—
Time-workers,	113	8	46	29	9	19	2	—	—	—
Piece-workers,	49	1	7	21	1	9	6	4	—	—
Boston and vicinity,	36	2	9	20	3	2	—	—	—	—
Holyoke,	31	1	3	3	1	16	3	4	—	—
Springfield,	8	—	1	2	2	2	1	—	—	—
Other municipalities,	87	6	40	25	4	8	4	—	—	—
GENERAL OCCUPATIONS, PRODUCING DEPARTMENTS.	194	35	58	25	21	12	14	18	3	8
Packers.	86	30	38	7	5	2	3	1	—	—
Time-workers,	45	1	34	7	2	—	—	1	—	—
Piece-workers,	41	29	4	—	3	2	3	—	—	—
Boston and vicinity,	7	—	2	4	—	—	—	1	—	—
Other municipalities,	79	30	36	3	5	2	3	—	—	—
<i>Full time,</i>	43	10	19	6	4	—	3	1	—	—
Time-workers,	28	1	18	6	2	—	—	1	—	—
Piece-workers,	15	9	1	—	2	—	3	—	—	—
Boston and vicinity,	7	—	2	4	—	—	—	1	—	—
Other municipalities,	36	10	17	2	4	—	3	—	—	—
Other Occupations.	108	5	20	18	16	10	11	17	3	8
Time-workers,	86	5	20	17	12	8	6	10	3	5
Piece-workers,	22	—	—	1	4	2	5	7	—	3
Boston and vicinity,	44	4	8	5	10	2	5	6	1	3
Holyoke,	20	1	9	6	—	—	—	—	1	3
Other municipalities,	44	—	3	7	6	8	6	11	1	2
<i>Full time,</i>	56	1	14	11	7	4	5	7	2	5
Time-workers,	51	1	14	11	7	4	4	6	2	2
Piece-workers,	5	—	—	—	—	—	1	1	—	3
Boston and vicinity,	31	1	6	5	7	2	3	4	1	2
Holyoke,	12	—	6	2	—	—	—	—	1	3
Other municipalities,	13	—	2	4	—	2	2	3	—	—

TABLE G. — CUSTOMARY AND ACTUAL WEEKLY WORKING TIME:
BY OCCUPATIONS.

Paper Box Making.

Males.

OCCUPATION CLASSIFICATION.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE —						
				48 and under	Over 48 and under 54	54	Over 54 and under 60	60	Over 60 and not over 72	Over 72
ALL OCCUPATIONS.	C	1,733	55.1	23	192	754	740	17	4	3
	A	1,703	54.6	109	247	560	649	31	86	21
PRODUCTIVE OCCUPATIONS.	C	1,000	55.1	2	92	468	435	3	—	—
	A	982	54.4	69	137	345	365	12	45	9
Corner Cutters.	C	43	54.9	—	4	19	20	—	—	—
	A	43	52.4	4	9	17	13	—	—	—
Time-workers, . . .	C	42	55.0	—	3	19	20	—	—	—
	A	42	52.4	4	8	17	13	—	—	—
Piece-workers, . . .	C	1	51.0	—	1	—	—	—	—	—
	A	1	52.0	—	1	—	—	—	—	—
Boston and vicinity, .	C	17	56.0	—	2	4	11	—	—	—
	A	17	52.4	2	3	4	8	—	—	—
Other municipalities, .	C	26	54.1	—	2	15	9	—	—	—
	A	26	52.4	2	6	13	5	—	—	—
Coverers.	C	43	56.8	—	—	12	31	—	—	—
	A	43	58.8	—	3	7	22	4	6	1
Time-workers, . . .	C	37	57.3	—	—	5	31	—	—	—
	A	37	59.6	—	—	4	22	4	6	1
Piece-workers, . . .	C	6	54.0	—	—	6	—	—	—	—
	A	6	53.5	—	3	3	—	—	—	—
Boston and vicinity, .	C	14	58.5	—	—	—	14	—	—	—
	A	14	58.2	—	—	—	14	—	—	—
Other municipalities, .	C	29	56.0	—	—	12	17	—	—	—
	A	29	59.0	—	3	7	8	4	6	1
Creasing Machine Operators.	C	30	55.7	—	—	16	14	—	—	—
	A	28	50.2	8	2	9	5	1	3	—
Time-workers, . . .	C	27	55.4	—	—	16	11	—	—	—
	A	27	49.8	8	2	9	5	—	3	—
Piece-workers, . . .	C	3	57.7	—	—	—	3	—	—	—
	A	1	60.0	—	—	—	—	1	—	—
Boston and vicinity, .	C	10	57.4	—	—	—	10	—	—	—
	A	8	51.9	2	2	—	3	1	—	—
Other municipalities, .	C	20	54.8	—	—	16	4	—	—	—
	A	20	49.5	6	—	9	2	—	3	—
Enders.	C	109	55.4	—	9	42	58	—	—	—
	A	104	54.7	5	13	28	55	—	3	—
Time-workers, . . .	C	84	55.2	—	9	28	47	—	—	—
	A	84	54.7	3	11	21	46	—	3	—
Piece-workers, . . .	C	25	56.2	—	—	14	11	—	—	—
	A	20	54.8	2	2	7	9	—	—	—
Boston and vicinity, .	C	21	56.1	—	3	—	18	—	—	—
	A	20	51.4	3	4	—	13	—	—	—
Other municipalities, .	C	88	55.2	—	6	42	40	—	—	—
	A	84	55.5	2	9	28	42	—	3	—
Foremen.	C	94	54.9	—	9	45	40	—	—	—
	A	94	55.7	2	7	38	43	—	2	2
Time-workers, . . .	C	94	54.9	—	9	45	40	—	—	—
	A	94	55.7	2	7	38	43	—	2	2
Boston and vicinity, .	C	22	56.1	—	3	2	17	—	—	—
	A	22	56.1	—	3	2	17	—	—	—
Other municipalities, .	C	72	54.5	—	6	43	23	—	—	—
	A	72	55.6	2	4	36	26	—	2	2

TABLE G.—CUSTOMARY AND ACTUAL WEEKLY WORKING TIME:
BY OCCUPATIONS—CONTINUED.

Paper Box Making—Continued.

Males—Continued.

OCCUPATION CLASSIFICATION.	Cus- tomary (C) or Actual (A) Hours	Total Num- ber of Em- ployees	Aver- age Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE—						
				48 and under	Over 48 and under 54	54	Over 54 and under 60	60	Over 60 and not over 72	Over 72
Helpers, General.	C	178	55.0	1	15	96	65	1	—	—
	A	178	53.6	14	25	75	59	1	3	1
Time-workers, . . .	C	170	55.0	1	15	88	65	1	—	—
	A	170	53.6	14	20	72	59	1	3	1
Piece-workers, . . .	C	8	54.0	—	—	8	—	—	—	—
	A	8	53.3	—	5	3	—	—	—	—
Boston and vicinity, .	C	54	57.2	—	8	2	44	—	—	—
	A	54	55.2	4	7	1	42	—	—	—
Other municipalities, .	C	124	54.0	1	7	94	21	1	—	—
	A	124	52.9	10	18	74	17	1	3	1
Scorers.	C	154	55.4	—	13	63	76	2	—	—
	A	154	55.4	7	18	54	66	2	5	2
Time-workers, . . .	C	150	55.5	—	13	61	74	2	—	—
	A	150	55.4	6	17	52	66	2	5	2
Piece-workers, . . .	C	4	54.5	—	—	2	2	—	—	—
	A	4	52.0	1	1	2	—	—	—	—
Boston and vicinity, .	C	63	56.5	—	8	7	48	—	—	—
	A	63	55.8	2	9	8	44	—	—	—
Other municipalities, .	C	91	54.7	—	5	56	28	2	—	—
	A	91	55.0	5	9	46	22	2	5	2
Stayers.	C	81	55.3	—	2	38	41	—	—	—
	A	80	53.5	7	13	28	27	2	3	—
Time-workers, . . .	C	45	55.3	—	1	21	23	—	—	—
	A	45	54.4	2	5	18	16	1	3	—
Piece-workers, . . .	C	36	55.4	—	1	17	18	—	—	—
	A	35	52.3	5	8	10	11	1	—	—
Boston and vicinity, .	C	11	57.1	—	—	1	10	—	—	—
	A	11	55.3	1	1	1	8	—	—	—
Other municipalities, .	C	70	55.1	—	2	37	31	—	—	—
	A	69	53.2	6	12	27	19	2	3	—
Tiers.	C	101	55.3	—	10	39	52	—	—	—
	A	100	55.2	4	12	36	40	1	6	1
Time-workers, . . .	C	91	55.6	—	5	35	51	—	—	—
	A	91	55.5	3	7	33	40	1	6	1
Piece-workers, . . .	C	10	52.8	—	5	4	1	—	—	—
	A	9	51.8	1	5	3	—	—	—	—
Boston and vicinity, .	C	51	56.7	—	3	4	44	—	—	—
	A	50	54.9	3	6	4	35	—	2	—
Other municipalities, .	C	50	53.9	—	7	35	8	—	—	—
	A	50	55.4	1	6	32	5	1	4	1
Other Occupations.	C	167	54.3	1	30	98	38	—	—	—
	A	158	53.2	18	35	53	35	1	14	2
Time-workers, . . .	C	146	54.3	1	22	88	35	—	—	—
	A	146	53.4	16	29	52	33	1	13	2
Piece-workers, . . .	C	21	53.6	—	8	10	3	—	—	—
	A	12	50.8	2	6	1	2	—	1	—
Boston and vicinity, .	C	40	55.0	—	14	6	20	—	—	—
	A	36	49.3	9	6	5	13	—	3	—
Other municipalities, .	C	127	54.0	1	16	92	18	—	—	—
	A	122	54.4	9	29	48	22	1	11	2

TABLE G.—CUSTOMARY AND ACTUAL WEEKLY WORKING TIME:
BY OCCUPATIONS—CONTINUED.

Paper Box Making — Continued.

Males — Continued.

OCCUPATION CLASSIFICATION.	Customary (C) or Actual (A) Hours	Total Number of Em- ployees	Average Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE —						
				48 and under	Over 48 and under 54	54	Over 54 and under 60	60	Over 60 and not over 72	Over 72
GENERAL OCCUPATIONS, PRODUCING DEPARTMENTS.	C	593	54.7	21	97	235	243	3	—	—
	A	587	54.4	39	106	172	219	9	34	8
Cutters, Stock.	C	228	54.5	—	51	92	83	2	—	—
	A	226	54.5	6	51	81	74	3	9	2
Time-workers, . . .	C	212	54.6	—	43	90	77	2	—	—
	A	212	54.7	5	39	81	73	3	9	2
Piece-workers, . . .	C	16	53.9	—	8	2	6	—	—	—
	A	14	50.6	1	12	—	1	—	—	—
Boston and vicinity, .	C	51	56.3	—	9	6	35	1	—	—
	A	49	55.0	2	9	6	30	1	1	—
Brockton and vicinity, .	C	28	54.0	—	—	28	—	—	—	—
	A	28	53.6	—	3	25	—	—	—	—
Other municipalities, .	C	149	54.1	—	42	58	48	1	—	—
	A	149	54.4	4	39	50	44	2	8	2
Laborers.	C	37	54.1	—	6	24	6	1	—	—
	A	36	53.6	5	5	15	5	3	2	1
Time-workers, . . .	C	34	54.4	—	3	24	6	1	—	—
	A	33	53.7	5	3	14	5	3	2	1
Piece-workers, . . .	C	3	51.0	—	3	—	—	—	—	—
	A	3	51.7	—	2	1	—	—	—	—
Boston and vicinity, .	C	7	55.4	—	2	—	5	—	—	—
	A	7	54.4	—	3	—	3	1	—	—
Other municipalities, .	C	30	53.8	—	4	24	1	1	—	—
	A	29	53.3	5	2	15	2	2	2	1
Packers.	C	24	54.6	—	3	14	7	—	—	—
	A	22	55.3	2	4	3	11	—	1	1
Time-workers, . . .	C	21	54.6	—	3	12	6	—	—	—
	A	21	55.4	2	3	3	11	—	1	1
Piece-workers, . . .	C	3	54.3	—	—	2	1	—	—	—
	A	1	53.0	—	1	—	—	—	—	—
Boston and vicinity, .	C	1	51.0	—	1	—	—	—	—	—
	A	1	48.0	1	—	—	—	—	—	—
Other municipalities, .	C	23	54.7	—	2	14	7	—	—	—
	A	21	55.6	1	4	3	11	—	1	1
Printers.	C	178	54.9	21	13	60	84	—	—	—
	A	178	54.6	19	22	43	72	2	19	1
Time-workers, . . .	C	160	54.8	21	7	60	72	—	—	—
	A	160	55.0	18	13	42	66	2	18	1
Piece-workers, . . .	C	18	55.9	—	6	—	12	—	—	—
	A	18	50.7	1	9	1	6	—	1	—
Boston and vicinity, .	C	42	57.6	—	3	1	38	—	—	—
	A	42	53.5	5	3	3	29	—	2	—
Other municipalities, .	C	136	54.0	21	10	59	46	—	—	—
	A	136	55.0	14	19	40	43	2	17	1
Shippers.	C	52	54.8	—	9	20	23	—	—	—
	A	52	55.7	—	8	13	24	—	—	2
Time-workers, . . .	C	51	54.8	—	8	20	23	—	—	—
	A	51	55.7	—	7	18	24	—	—	2
Piece-workers, . . .	C	1	51.0	—	1	—	—	—	—	—
	A	1	52.0	—	1	—	—	—	—	—
Boston and vicinity, .	C	16	55.4	—	4	1	11	—	—	—
	A	16	55.7	—	3	1	12	—	—	—
Other municipalities, .	C	36	54.5	—	5	19	12	—	—	—
	A	36	55.6	—	5	17	12	—	—	2

TABLE G.—CUSTOMARY AND ACTUAL WEEKLY WORKING TIME:
BY OCCUPATIONS—CONTINUED.

Paper Box Making—Continued.

Males—Concluded.

OCCUPATION CLASSIFICATION.	Cus- tomary (C) or Actual (A) Hours	Total Num- ber of Em- ployees	Aver- age Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE—						
				48 and under	Over 48 and under 54	54	Over 54 and under 60	60	Over 60 and not over 72	Over 72
Other Occupations.	C	80	54.9	—	15	25	40	—	—	—
	A	73	53.3	7	16	12	33	1	3	1
Time-workers, . . .	C	70	54.7	—	14	23	33	—	—	—
	A	69	53.1	6	16	11	32	1	2	1
Piece-workers, . . .	C	10	56.4	—	1	2	7	—	—	—
	A	4	55.5	1	—	1	1	—	1	—
Boston and vicinity, .	C	25	56.5	—	2	—	23	—	—	—
	A	21	54.7	1	3	—	17	—	—	—
Other municipalities, .	C	55	54.2	—	13	25	17	—	—	—
	A	52	52.7	6	13	12	16	1	3	1
POWER, MECHANICAL, AND YARD FORCE.	C	134	57.1	—	3	51	62	11	4	3
	A	134	57.3	1	4	43	65	10	7	4
Engineers.	C	19	56.7	—	—	8	8	2	1	—
	A	19	54.6	1	—	4	12	2	—	—
Time-workers, . . .	C	19	56.7	—	—	8	8	2	1	—
	A	19	54.6	1	—	4	12	2	—	—
Boston and vicinity, .	C	5	58.0	—	—	—	5	—	—	—
	A	5	58.0	—	—	—	5	—	—	—
Other municipalities, .	C	14	56.3	—	—	8	3	2	1	—
	A	14	53.4	1	—	4	7	2	—	—
Machinists.	C	13	57.2	—	—	3	10	—	—	—
	A	13	57.8	—	1	2	9	—	1	—
Time-workers, . . .	C	13	57.2	—	—	3	10	—	—	—
	A	13	57.8	—	1	2	9	—	1	—
Boston and vicinity, .	C	9	58.2	—	—	—	9	—	—	—
	A	9	57.3	—	1	—	8	—	—	—
Other municipalities, .	C	4	55.0	—	—	3	1	—	—	—
	A	4	53.8	—	—	2	1	—	1	—
Teamsters.	C	77	56.2	—	3	33	32	7	2	—
	A	77	56.3	—	3	32	33	6	3	—
Time-workers, . . .	C	77	56.2	—	3	33	32	7	2	—
	A	77	56.3	—	3	32	33	6	3	—
Boston and vicinity, .	C	21	57.1	—	—	1	19	1	—	—
	A	21	57.1	—	—	1	19	1	—	—
Other municipalities, .	C	56	55.8	—	3	32	13	6	2	—
	A	56	56.0	—	3	31	14	5	3	—
Other Occupations.	C	25	60.2	—	—	7	12	2	1	3
	A	25	62.4	—	—	5	11	2	3	4
Time-workers, . . .	C	25	60.2	—	—	7	12	2	1	3
	A	25	62.4	—	—	5	11	2	3	4
Boston and vicinity, .	C	10	62.3	—	—	—	7	1	1	1
	A	10	62.3	—	—	—	7	1	1	1
Other municipalities, .	C	15	58.7	—	—	7	5	1	—	2
	A	15	62.5	—	—	5	4	1	2	3

TABLE G. — CUSTOMARY AND ACTUAL WEEKLY WORKING TIME:
BY OCCUPATIONS — CONTINUED.

Paper Box Making — Continued.

Females.

OCCUPATION CLASSIFICATION.	Cus- tomary (C) or Actual (A) Hours	Total Num- ber of Em- ployees	Aver- age Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE —				
				Under 48	48	Over 48 and under 54	54	Over 54
ALL OCCUPATIONS.	C	4,191	53.3	—	19	1,184	2,988	—
	A	3,536	50.4	589	100	1,463	1,374	10
PRODUCTIVE OCCUPA- TIONS.	C	3,972	53.4	—	17	1,118	2,837	—
	A	3,337	50.4	550	97	1,412	1,269	9
Bench Workers.	C	954	53.4	—	—	328	626	—
	A	717	50.6	105	21	320	271	—
Time-workers,	C	249	53.4	—	—	78	171	—
	A	249	50.9	28	5	92	124	—
Piece-workers,	C	705	53.3	—	—	250	455	—
	A	468	50.5	77	16	228	147	—
Boston and vicinity,	C	423	53.1	—	—	230	193	—
	A	243	50.2	38	4	130	71	—
Brockton and vicinity,	C	50	54.0	—	—	—	50	—
	A	50	53.2	—	2	7	41	—
Other municipalities,	C	481	53.5	—	—	98	383	—
	A	424	50.6	67	15	183	159	—
Boxmakers, n. s.	C	334	52.8	—	—	141	193	—
	A	274	49.6	60	20	109	85	—
Time-workers,	C	50	52.3	—	—	33	17	—
	A	50	50.8	4	2	30	14	—
Piece-workers,	C	284	52.9	—	—	108	176	—
	A	224	49.4	56	18	79	71	—
Boston and vicinity,	C	91	53.3	—	—	28	63	—
	A	90	50.6	13	4	35	38	—
Other municipalities,	C	243	52.7	—	—	113	130	—
	A	184	49.1	47	16	74	47	—
Closers.	C	117	53.5	—	—	45	72	—
	A	117	50.0	27	—	50	39	1
Time-workers,	C	92	53.4	—	—	45	47	—
	A	92	49.9	21	—	40	30	1
Piece-workers,	C	25	54.0	—	—	—	25	—
	A	25	50.4	6	—	10	9	—
Boston and vicinity,	C	93	53.4	—	—	45	48	—
	A	93	50.0	21	—	39	32	1
Other municipalities,	C	24	54.0	—	—	—	24	—
	A	24	49.8	6	—	11	7	—
Coverers.	C	988	53.6	—	—	206	782	—
	A	828	50.7	125	16	331	353	3
Time-workers,	C	132	53.6	—	—	33	99	—
	A	132	51.3	15	—	30	84	3
Piece-workers,	C	856	53.6	—	—	173	683	—
	A	696	50.6	110	16	301	269	—
Boston and vicinity,	C	256	52.9	—	—	137	119	—
	A	166	50.3	31	—	51	81	3
Brockton and vicinity,	C	112	54.0	—	—	—	112	—
	A	112	51.1	15	2	68	27	—
Haverhill,	C	55	54.0	—	—	—	55	—
	A	25	52.9	1	—	3	21	—
Lynn,	C	81	53.2	—	—	32	49	—
	A	81	50.8	7	5	51	18	—
Other municipalities,	C	484	53.8	—	—	37	447	—
	A	444	50.6	71	9	158	206	—
Finishers.	C	207	52.9	—	—	87	120	—
	A	206	49.0	51	7	110	86	2
Time-workers,	C	19	52.7	—	—	7	12	—
	A	19	51.3	1	—	12	5	1
Piece-workers,	C	188	53.0	—	—	80	108	—
	A	187	48.8	50	7	98	31	1

TABLE G.—CUSTOMARY AND ACTUAL WEEKLY WORKING TIME:
BY OCCUPATIONS—CONTINUED.

Paper Box Making—Continued.

Females—Continued.

OCCUPATION CLASSIFICATION.	Cus- tomary (C) or Actual (A) Hours	Total Num- ber of Em- ployees	Aver- age Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE—				
				Under 48	48	Over 48 and under 54	54	Over 54
Finishers—Con.								
Boston and vicinity,	C	57	51.3	—	—	51	6	—
	A	56	44.3	35	5	13	2	1
Brockton and vicinity,	C	60	54.0	—	—	—	60	—
	A	60	51.7	2	—	43	15	—
Other municipalities,	C	90	53.3	—	—	36	54	—
	A	90	50.3	14	2	54	19	1
Folding Machine Operators.	C	44	54.0	—	—	1	43	—
	A	44	46.4	20	1	12	11	—
Time-workers,	C	11	54.0	—	—	—	11	—
	A	11	43.7	4	—	1	6	—
Piece-workers,	C	33	54.0	—	—	1	32	—
	A	33	47.3	16	1	11	5	—
Boston and vicinity,	C	23	54.0	—	—	—	23	—
	A	23	46.0	8	1	10	4	—
Other municipalities,	C	21	54.0	—	—	1	20	—
	A	21	46.8	12	—	2	7	—
Forewomen.	C	67	53.5	—	1	17	49	—
	A	67	53.3	1	1	17	48	—
Time-workers,	C	66	53.5	—	1	17	48	—
	A	66	53.3	1	1	17	47	—
Piece-workers,	C	1	54.0	—	—	—	1	—
	A	1	54.0	—	—	—	1	—
Boston and vicinity,	C	22	53.0	—	1	10	11	—
	A	22	53.1	—	1	9	12	—
Other municipalities,	C	45	53.7	—	—	7	38	—
	A	45	53.4	1	—	8	36	—
Gluers.	C	107	53.6	—	—	26	81	—
	A	96	51.7	10	5	40	40	1
Time-workers,	C	46	53.1	—	—	23	23	—
	A	46	52.7	3	—	23	19	1
Piece-workers,	C	61	53.9	—	—	3	58	—
	A	50	50.9	7	5	17	21	—
Boston and vicinity,	C	49	53.2	—	—	23	26	—
	A	38	53.1	1	—	19	17	1
Other municipalities,	C	58	53.8	—	—	3	55	—
	A	58	50.8	9	5	21	23	—
Helpers, General.	C	180	53.5	—	2	31	147	—
	A	176	50.8	19	3	76	78	—
Time-workers,	C	124	53.3	—	2	28	94	—
	A	122	50.4	16	2	32	72	—
Piece-workers,	C	56	53.9	—	—	3	53	—
	A	54	51.7	3	1	44	6	—
Boston and vicinity,	C	63	52.8	—	2	27	34	—
	A	59	48.2	11	1	17	30	—
Other municipalities,	C	117	53.9	—	—	4	113	—
	A	117	52.1	8	2	59	48	—
Liners, Hand.	C	33	51.0	—	—	33	—	—
	A	33	48.0	8	5	18	2	—
Time-workers,	C	4	51.0	—	—	4	—	—
	A	4	51.8	—	—	3	1	—
Piece-workers,	C	29	51.0	—	—	29	—	—
	A	29	47.5	8	5	15	1	—
All municipalities,	C	33	51.0	—	—	33	—	—
	A	33	48.0	8	5	18	2	—

TABLE G. — CUSTOMARY AND ACTUAL WEEKLY WORKING TIME:
BY OCCUPATIONS — CONTINUED.

Paper Box Making — Continued.

Females — Continued.

OCCUPATION CLASSIFICATION.	Cus- tomary (C) or Actual (A) Hours	Total Num- ber of Em- ployees	Aver- age Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE —				
				Under 48	48	Over 48 and under 54	54	Over 54
Machine Operators, n. s.	C	129	53.6	—	—	24	105	—
	A	126	51.5	12	1	53	60	—
Time-workers,	C	54	53.5	—	—	15	39	—
	A	54	51.7	4	—	18	32	—
Piece-workers,	C	75	53.7	—	—	9	66	—
	A	72	51.3	8	1	35	28	—
Boston and vicinity,	C	11	52.5	—	—	7	4	—
	A	8	52.6	—	—	7	1	—
Other municipalities,	C	118	53.7	—	—	17	101	—
	A	118	51.4	12	1	46	59	—
Stayers.	C	169	53.5	—	—	42	127	—
	A	123	50.2	19	3	56	45	—
Time-workers,	C	43	53.3	—	—	13	30	—
	A	43	49.4	5	—	15	23	—
Piece-workers,	C	126	53.5	—	—	29	97	—
	A	80	50.7	14	3	41	22	—
Boston and vicinity,	C	66	53.1	—	—	31	35	—
	A	38	51.2	4	2	21	11	—
Other municipalities,	C	103	53.7	—	—	11	92	—
	A	85	49.8	15	1	35	34	—
Toppers.	C	164	53.1	—	14	29	121	—
	A	123	50.5	20	3	60	45	—
Time-workers,	C	19	53.8	—	—	2	17	—
	A	19	48.2	6	—	3	10	—
Piece-workers,	C	145	53.0	—	14	27	104	—
	A	109	50.8	14	3	57	35	—
Boston and vicinity,	C	52	51.6	—	14	17	21	—
	A	27	49.0	7	1	8	11	—
Other municipalities,	C	112	53.8	—	—	12	100	—
	A	101	50.8	13	2	52	34	—
Trimmers.	C	37	54.0	—	—	—	37	—
	A	14	50.6	3	—	2	9	—
Time-workers,	C	7	54.0	—	—	—	7	—
	A	7	52.6	1	—	—	6	—
Piece-workers,	C	30	54.0	—	—	—	30	—
	A	7	48.7	2	—	2	3	—
Boston and vicinity,	C	3	54.0	—	—	—	3	—
	A	2	54.0	—	—	—	2	—
Haverhill,	C	32	54.0	—	—	—	32	—
	A	10	50.3	2	—	2	6	—
Other municipalities,	C	2	54.0	—	—	—	2	—
	A	2	49.0	1	—	—	1	—
Turners-in.	C	61	54.0	—	—	—	61	—
	A	61	49.5	14	1	15	31	—
Time-workers,	C	45	54.0	—	—	—	45	—
	A	45	49.5	10	—	9	26	—
Piece-workers,	C	16	54.0	—	—	—	16	—
	A	16	49.3	4	1	6	5	—
Boston and vicinity,	C	5	54.0	—	—	—	5	—
	A	5	52.2	1	—	—	4	—
Other municipalities,	C	56	54.0	—	—	—	56	—
	A	56	49.2	13	1	15	27	—
Wrapping Machine Operators.	C	153	53.5	—	—	37	116	—
	A	129	49.9	29	5	53	40	2
Time-workers,	C	19	53.5	—	—	5	14	—
	A	19	50.1	3	2	5	7	2
Piece-workers,	C	134	53.5	—	—	32	102	—
	A	110	49.8	26	3	48	33	—

TABLE G. — CUSTOMARY AND ACTUAL WEEKLY WORKING TIME:
BY OCCUPATIONS — CONTINUED.

Paper Box Making — Concluded.

Females — Concluded.

OCCUPATION CLASSIFICATION.	Cus- tomary (C) or Actual (A) Hours	Total Num- ber of Em- ployees	Aver- age Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE —				
				Under 48	48	Over 48 and under 54	54	Over 54
Wrapping Machine Operators — Con.								
Boston and vicinity,	C	76	53.5	—	—	27	49	—
	A	52	52.5	5	1	18	27	1
Other municipalities,	C	77	53.6	—	—	10	67	—
	A	77	48.1	24	4	35	13	1
Other Occupations.	C	228	53.2	—	—	71	157	—
	A	198	50.6	27	5	90	76	—
Time-workers,	C	93	53.1	—	—	34	59	—
	A	93	51.3	9	1	35	48	—
Piece-workers,	C	135	53.3	—	—	37	98	—
	A	105	50.0	18	4	55	28	—
Boston and vicinity,	C	65	53.2	—	—	27	38	—
	A	47	51.9	2	2	17	26	—
Other municipalities,	C	163	53.2	—	—	44	119	—
	A	151	50.2	25	3	73	50	—
GENERAL OCCUPATIONS, PRODUCING DEPART- MENTS.	C	219	53.0	—	2	66	151	—
	A	199	49.6	39	3	51	105	1
Cutters, Stock.	C	15	54.0	—	—	—	15	—
	A	15	52.7	1	—	—	14	—
Time-workers,	C	15	54.0	—	—	—	15	—
	A	15	52.7	1	—	—	14	—
Boston and vicinity,	C	4	54.0	—	—	—	4	—
	A	4	54.0	—	—	—	4	—
Other municipalities,	C	11	54.0	—	—	—	11	—
	A	11	52.2	1	—	—	10	—
Labelers.	C	121	53.2	—	2	24	95	—
	A	103	49.6	24	1	18	60	—
Time-workers,	C	36	53.7	—	—	2	34	—
	A	36	51.1	4	1	5	26	—
Piece-workers,	C	85	52.9	—	2	22	61	—
	A	67	48.7	20	—	13	34	—
Boston and vicinity,	C	25	50.8	—	2	17	6	—
	A	17	42.1	9	—	2	6	—
Other municipalities,	C	96	53.8	—	—	7	89	—
	A	86	51.1	15	1	16	54	—
Other Occupations.	C	83	52.5	—	—	42	41	—
	A	81	49.1	14	2	33	31	1
Time-workers,	C	73	52.6	—	—	32	41	—
	A	73	49.0	14	1	27	31	—
Piece-workers,	C	10	51.8	—	—	10	—	—
	A	8	50.0	—	1	6	—	1
Boston and vicinity,	C	21	53.0	—	—	12	9	—
	A	19	52.5	—	2	7	9	1
Other municipalities,	C	62	52.4	—	—	30	32	—
	A	62	48.1	14	—	26	22	—

TABLE G.—CUSTOMARY AND ACTUAL WEEKLY WORKING TIME:
BY OCCUPATIONS—CONTINUED.

Envelope Making.

Males.

OCCUPATION CLASSIFICATION.	Cus- tomary (C) or Actual (A) Hours	Total Num- ber of Em- ployees	Aver- age Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE—						
				48 and under	Over 48 and under 54	54	Over 54 and under 60	60	Over 60 and not over 72	Over 72
ALL OCCUPATIONS.	C	890	54.7	21	14	573	246	17	9	10
	A	885	54.8	84	100	347	221	19	90	24
PRODUCTIVE OCCU- PATIONS.	C	300	54.2	6	4	208	78	4	—	—
	A	298	54.1	17	28	149	91	4	8	1
Envelope Cutters.	C	127	54.2	2	1	96	25	3	—	—
	A	127	54.2	7	9	73	32	1	5	—
Time-workers, . . .	C	118	54.2	2	1	92	20	3	—	—
	A	118	54.1	7	8	69	28	1	5	—
Piece-workers, . . .	C	9	54.6	—	—	4	5	—	—	—
	A	9	54.3	—	1	4	4	—	—	—
Worcester, . . .	C	62	54.3	—	—	59	—	3	—	—
	A	62	54.1	3	4	42	10	1	2	—
Springfield, . . .	C	38	54.2	—	1	29	8	—	—	—
	A	38	55.0	1	1	23	10	—	3	—
Other municipalities,	C	27	54.1	2	—	8	17	—	—	—
	A	27	53.1	3	4	8	12	—	—	—
Foremen.	C	20	53.9	2	1	4	13	—	—	—
	A	20	53.9	2	1	4	13	—	—	—
Time-workers, . . .	C	20	53.9	2	1	4	13	—	—	—
	A	20	53.9	2	1	4	13	—	—	—
All municipalities, . .	C	20	53.9	2	1	4	13	—	—	—
	A	20	53.9	2	1	4	13	—	—	—
Helpers, General.	C	23	53.8	2	—	18	2	1	—	—
	A	23	54.2	4	2	10	5	1	—	1
Time-workers, . . .	C	23	53.8	2	—	18	2	1	—	—
	A	23	54.2	4	2	10	5	1	—	1
Springfield, . . .	C	13	54.6	—	—	10	2	1	—	—
	A	13	56.7	—	1	7	3	1	—	1
Other municipalities,	C	10	52.7	2	—	8	—	—	—	—
	A	10	51.0	4	1	3	2	—	—	—
Machine Adjusters.	C	72	54.2	—	1	58	13	—	—	—
	A	72	54.7	1	6	40	20	2	3	—
Time-workers, . . .	C	72	54.2	—	1	58	13	—	—	—
	A	72	54.7	1	6	40	20	2	3	—
Worcester, . . .	C	37	54.0	—	—	37	—	—	—	—
	A	37	54.8	1	4	21	7	1	3	—
Springfield, . . .	C	21	54.2	—	1	14	6	—	—	—
	A	21	54.3	—	2	13	6	—	—	—
Other municipalities,	C	14	54.5	—	—	7	7	—	—	—
	A	14	55.0	—	—	6	7	1	—	—
OTHER OCCUPA- TIONS.	C	58	54.4	—	1	32	25	—	—	—
	A	56	53.2	3	10	22	21	—	—	—
Time-workers, . . .	C	56	54.4	—	1	30	25	—	—	—
	A	56	53.2	3	10	22	21	—	—	—
Piece-workers, . . .	C	2	54.0	—	—	2	—	—	—	—
	A	—	—	—	—	—	—	—	—	—
Worcester, . . .	C	19	54.0	—	—	19	—	—	—	—
	A	17	54.5	—	2	11	4	—	—	—
Springfield, . . .	C	13	54.0	—	1	10	2	—	—	—
	A	13	51.4	1	2	8	2	—	—	—
Other municipalities,	C	26	54.9	—	—	3	23	—	—	—
	A	26	53.3	2	6	3	15	—	—	—

TABLE G.—CUSTOMARY AND ACTUAL WEEKLY WORKING TIME:
BY OCCUPATIONS—CONTINUED.

Envelope Making—Continued.

Males—Continued.

OCCUPATION CLASSIFICATION.	Cus- tomary (C) or Actual (A) Hours	Total Num- ber of Em- ployees	Aver- age Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE —						
				48 and under	Over 48 and under 54	54	Over 54 and under 60	60	Over 60 and not over 72	Over 72
GENERAL OCCUPA- TIONS, PRODUCING DEPARTMENTS.	C	410	54.3	14	10	249	127	5	3	2
	A	407	54.8	50	47	134	90	7	65	13
Packers.	C	82	54.1	1	1	70	9	1	—	—
	A	82	55.2	4	9	29	31	1	5	3
Time-workers, . . .	C	82	54.1	1	1	70	9	1	—	—
	A	82	55.2	4	9	29	31	1	5	3
Worcester, . . .	C	35	54.2	—	—	34	—	1	—	—
	A	35	53.8	2	5	7	19	1	1	—
Springfield, . . .	C	34	54.0	—	1	32	1	—	—	—
	A	34	54.4	—	4	18	12	—	—	—
Other municipalities, . . .	C	13	54.1	1	—	4	8	—	—	—
	A	13	61.1	2	—	4	—	—	4	3
Printers.	C	167	54.0	4	8	129	24	2	—	—
	A	165	53.4	21	25	65	26	1	25	—
Time-workers, . . .	C	158	54.1	—	8	125	23	2	—	—
	A	158	53.8	17	26	63	25	1	26	—
Piece-workers, . . .	C	9	51.2	4	—	4	1	—	—	—
	A	7	44.3	4	—	2	1	—	—	—
Worcester, . . .	C	45	54.3	—	—	43	—	2	—	—
	A	43	53.3	4	7	22	9	1	—	—
Springfield, . . .	C	51	53.9	—	8	37	6	—	—	—
	A	51	51.9	5	16	23	7	—	—	—
Other municipalities, . . .	C	71	53.9	4	—	49	18	—	—	—
	A	71	54.6	12	3	20	10	—	26	—
Shippers.	C	35	54.9	—	1	4	29	1	—	—
	A	35	61.7	3	2	2	5	2	16	5
Time-workers, . . .	C	35	54.9	—	1	4	29	1	—	—
	A	35	61.7	3	2	2	5	2	16	5
All municipalities, . . .	C	35	54.9	—	1	4	29	1	—	—
	A	35	61.7	3	2	2	5	2	16	5
Stock Clerks.	C	31	54.9	—	—	2	29	—	—	—
	A	31	52.4	3	4	7	16	—	—	1
Time-workers, . . .	C	31	54.9	—	—	2	29	—	—	—
	A	31	52.4	3	4	7	16	—	—	1
All municipalities, . . .	C	31	54.9	—	—	2	29	—	—	—
	A	31	52.4	3	4	7	16	—	—	1
Other Occupations.	C	95	54.8	9	—	44	35	1	3	2
	A	94	54.4	19	6	31	12	3	19	4
Time-workers, . . .	C	92	54.8	9	—	41	36	1	3	2
	A	92	55.1	19	4	31	12	3	19	4
Piece-workers, . . .	C	3	54.0	—	—	3	—	—	—	—
	A	2	51.5	—	2	—	—	—	—	—
Worcester, . . .	C	19	56.4	—	—	17	—	—	1	1
	A	18	53.2	3	2	8	3	—	—	2
Springfield, . . .	C	24	55.8	—	—	17	4	1	1	1
	A	24	54.1	2	2	13	3	1	2	1
Other municipalities, . . .	C	52	53.7	9	—	10	32	—	1	—
	A	52	56.0	14	2	10	6	2	17	1

TABLE G. — CUSTOMARY AND ACTUAL WEEKLY WORKING TIME:
BY OCCUPATIONS — CONTINUED.

Envelope Making — Continued.

Males — Concluded.

OCCUPATION CLASSIFICATION.	Cus- tomary (C) or Actual (A) Hours	Total Num- ber of Em- ployees	Aver- age Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE —						
				48 and under	Over 48 and under 54	54	Over 54 and under 60	60	Over 60 and not over 72	Over 72
POWER, MECHANICAL, AND YARD FORCE.	C	180	56.4	1	—	116	41	8	6	8
	A	180	56.2	17	25	64	40	8	16	10
Engineers.	C	10	57.2	—	—	1	5	3	1	—
	A	10	57.3	—	—	—	5	3	1	—
Time-workers,	C	10	57.2	—	—	1	5	3	1	—
	A	10	57.3	—	—	—	6	3	1	—
All municipalities,	C	10	57.2	—	—	1	5	3	1	—
	A	10	57.3	—	—	—	6	3	1	—
Machinists.	C	109	54.3	1	—	89	15	4	—	—
	A	109	52.8	13	21	55	16	3	—	1
Time-workers,	C	109	54.3	1	—	89	15	4	—	—
	A	109	52.8	13	21	55	16	3	—	1
Worcester,	C	71	54.3	—	—	67	—	4	—	—
	A	71	52.0	10	19	34	7	1	—	—
Springfield,	C	19	54.1	—	—	18	1	—	—	—
	A	19	54.2	—	—	17	2	—	—	—
Other municipalities,	C	19	54.4	1	—	4	14	—	—	—
	A	19	54.3	3	2	4	7	2	—	1
Other Occupations.	C	61	60.0	—	—	26	21	1	5	8
	A	61	62.1	4	4	9	18	2	15	9
Time-workers,	C	61	60.0	—	—	26	21	1	5	8
	A	61	62.1	4	4	9	18	2	15	9
Worcester,	C	26	58.8	—	—	21	—	1	—	4
	A	26	61.0	2	1	6	9	—	3	5
Other municipalities,	C	35	60.8	—	—	5	21	—	5	4
	A	35	62.9	2	3	3	9	2	12	4

Females.

OCCUPATION CLASSIFICATION.	Cus- tomary (C) or Actual (A) Hours	Total Num- ber of Em- ployees	Aver- age Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE —			
				Under 48	48	Over 48 and under 54	54
ALL OCCUPATIONS.	C	1,642	53.8	54	—	19	1,569
	A	1,112	51.0	218	3	314	577
PRODUCTIVE OCCUPATIONS.	C	1,350	53.8	46	—	19	1,285
	A	899	50.8	184	1	263	451
Boxers.	C	174	53.9	—	—	10	164
	A	174	51.9	19	—	50	105
Time-workers,	C	109	53.9	—	—	10	99
	A	109	51.9	11	—	20	78
Piece-workers,	C	65	54.0	—	—	—	65
	A	65	52.0	8	—	30	27
Springfield,	C	97	53.8	—	—	10	87
	A	97	51.9	9	—	23	65
Other municipalities,	C	77	54.0	—	—	—	77
	A	77	51.9	10	—	27	40

TABLE G. — CUSTOMARY AND ACTUAL WEEKLY WORKING TIME:
BY OCCUPATIONS — CONTINUED.

Envelope Making — Continued.

Females — Continued.

OCCUPATION CLASSIFICATION.	Cus- tomary (C) or Actual (A) Hours	Total Num- ber of Em- ployees	Aver- age Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE —			
				Under 48	48	Over 48 and under 54	54
Clasp Attachers.	C	81	54.0	—	—	—	81
	A	13	54.0	—	—	—	13
Time-workers,	C	10	54.0	—	—	—	10
	A	10	54.0	—	—	—	10
Piece-workers,	C	71	54.0	—	—	—	71
	A	3	54.0	—	—	—	3
Worcester,	C	81	54.0	—	—	—	81
	A	13	54.0	—	—	—	13
Counters.	C	24	53.9	—	—	2	22
	A	24	51.5	4	—	4	16
Time-workers,	C	21	51.9	—	—	2	19
	A	21	51.6	3	—	3	15
Piece-workers,	C	3	54.0	—	—	—	3
	A	3	50.7	1	—	1	1
Springfield,	C	9	53.7	—	—	2	7
	A	9	52.8	1	—	1	7
Other municipalities,	C	15	54.0	—	—	—	15
	A	15	50.7	3	—	3	9
Edge Tinters.	C	39	54.0	—	—	—	39
	A	39	44.1	28	—	6	5
Time-workers,	C	4	54.0	—	—	—	4
	A	4	48.8	2	—	—	2
Piece-workers,	C	35	54.0	—	—	—	35
	A	35	43.5	26	—	6	3
All municipalities,	C	39	54.0	—	—	—	39
	A	39	44.1	28	—	6	5
Envelope Machine Operators.	C	602	53.9	6	—	5	591
	A	345	50.5	58	1	148	138
Time-workers,	C	88	53.9	—	—	5	83
	A	88	52.0	6	—	14	68
Piece-workers,	C	514	53.9	6	—	—	508
	A	257	50.0	52	1	134	70
Worcester,	C	314	54.0	—	—	—	314
	A	57	51.2	6	—	7	44
Springfield,	C	172	53.9	—	—	5	167
	A	172	50.6	28	—	90	54
Other municipalities,	C	116	53.7	6	—	—	110
	A	116	50.0	24	1	51	40
Folders, Hand.	C	273	53.2	35	—	—	238
	A	158	50.8	53	—	23	82
Time-workers,	C	69	50.7	35	—	—	34
	A	69	50.5	36	—	3	30
Piece-workers,	C	204	54.0	—	—	—	204
	A	89	51.1	17	—	20	52
Worcester,	C	166	54.0	—	—	—	166
	A	51	52.4	5	—	5	41
Springfield,	C	34	54.0	—	—	—	34
	A	34	49.2	12	—	11	11
Other municipalities,	C	73	50.9	35	—	—	38
	A	73	50.5	36	—	7	30
Sealers, Hand.	C	47	54.0	—	—	—	47
	A	35	53.1	—	—	12	24
Time-workers,	C	27	54.0	—	—	—	27
	A	27	53.5	—	—	7	20
Piece-workers,	C	20	54.0	—	—	—	20
	A	9	52.3	—	—	5	4

TABLE G. — CUSTOMARY AND ACTUAL WEEKLY WORKING TIME:
BY OCCUPATIONS — CONTINUED.

Envelope Making — Concluded.

Females — Concluded.

OCCUPATION CLASSIFICATION.	Cus- tomary (C) or Actual (A) Hours	Total Num- ber of Em- ployees	Aver- age Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE —			
				Under 48	48	Over 48 and under 54	54
Sealers, Hand — Con.							
Worcester,	C	16	54.0	—	—	—	16
	A	5	52.0	—	—	3	2
Springfield,	C	16	54.0	—	—	—	16
	A	16	53.6	—	—	3	13
Other municipalities,	C	15	54.0	—	—	—	15
	A	15	52.9	—	—	6	9
Other Occupations.	C	110	53.7	5	—	2	103
	A	110	51.2	22	—	20	68
Time-workers,	C	106	53.7	5	—	2	99
	A	106	51.2	21	—	20	65
Piece-workers,	C	4	54.0	—	—	—	4
	A	4	51.8	1	—	—	3
Worcester,	C	17	54.0	—	—	—	17
	A	17	52.2	2	—	1	14
Springfield,	C	34	53.9	—	—	2	32
	A	34	51.0	5	—	3	26
Other municipalities,	C	59	53.4	5	—	—	54
	A	59	51.0	15	—	16	28
GENERAL OCCUPATIONS, PRODUCING DEPART- MENTS.	C	292	53.8	8	—	—	284
	A	213	51.5	34	2	51	126
Die Stamp Machine Operators.	C	22	54.0	—	—	—	22
	A	22	50.8	4	—	7	11
Time-workers,	C	22	54.0	—	—	—	22
	A	22	50.8	4	—	7	11
Worcester,	C	22	54.0	—	—	—	22
	A	22	50.8	4	—	7	11
Packers.	C	22	54.0	—	—	—	22
	A	22	53.8	—	—	2	20
Time-workers,	C	21	54.0	—	—	—	21
	A	21	53.9	—	—	1	20
Piece-workers,	C	1	54.0	—	—	—	1
	A	1	49.0	—	—	1	—
Springfield,	C	19	54.0	—	—	—	19
	A	19	54.0	—	—	—	19
Other municipalities,	C	3	54.0	—	—	—	3
	A	3	52.3	—	—	2	1
Printers.	C	193	54.0	—	—	—	193
	A	114	51.6	15	2	31	66
Time-workers,	C	59	54.0	—	—	—	59
	A	59	52.0	4	2	15	38
Piece-workers,	C	134	54.0	—	—	—	134
	A	55	51.2	11	—	16	28
Worcester,	C	105	54.0	—	—	—	105
	A	26	52.5	—	1	10	15
Springfield,	C	29	54.0	—	—	—	29
	A	29	51.7	4	—	7	18
Other municipalities,	C	59	54.0	—	—	—	59
	A	59	51.2	11	1	14	33
Other Occupations.	C	55	53.1	8	—	—	47
	A	55	50.8	15	—	11	29
Time-workers,	C	47	52.9	8	—	—	39
	A	47	50.7	13	—	9	25
Piece-workers,	C	8	54.0	—	—	—	8
	A	8	51.4	2	—	2	4
Worcester,	C	11	54.0	—	—	—	11
	A	11	53.5	—	—	3	8
Springfield,	C	16	54.0	—	—	—	16
	A	16	53.9	—	—	2	14
Other municipalities,	C	28	52.1	8	—	—	20
	A	28	48.0	15	—	6	7

TABLE G.—CUSTOMARY AND ACTUAL WEEKLY WORKING TIME:
BY OCCUPATIONS—CONTINUED.

Other Paper Products.

Males.

OCCUPATION CLASSIFICATION.	Cus- tomary (C) or Actual (A) Hours	Total Num- ber of Em- ployees	Average Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE —						
				48 and under	Over 48 and under 54	54	Over 54 and under 60	60	Over 60 and not over 72	Over 72
ALL OCCUPATIONS.	C	2,225	53.8	57	1,011	554	377	156	57	13
	A	2,217	53.6	296	712	344	426	140	242	57
PRODUCTIVE OCCU- PATIONS.	C	1,318	54.4	20	474	353	292	127	51	1
	A	1,314	53.4	185	373	218	236	94	130	28
Calendermen.	C	53	56.9	—	—	17	16	20	—	—
	A	53	49.6	14	15	—	15	5	2	2
Time-workers, . . .	C	52	56.9	—	—	17	16	19	—	—
	A	52	49.5	14	14	—	15	5	2	2
Piece-workers, . . .	C	1	60.0	—	—	—	—	1	—	—
	A	1	53.7	—	1	—	—	—	—	—
Holyoke,	C	18	54.1	—	—	16	2	—	—	—
	A	18	53.8	1	14	—	—	—	1	2
Springfield,	C	14	56.4	—	—	—	14	—	—	—
	A	14	54.0	1	—	—	13	—	—	—
Other municipalities, .	C	21	59.7	—	—	1	—	20	—	—
	A	21	43.1	12	1	—	2	5	1	—
Coaters.	C	130	59.3	—	3	7	32	68	19	1
	A	130	57.2	15	8	5	28	27	42	5
Time-workers,	C	130	59.3	—	3	7	32	68	19	1
	A	130	57.2	15	8	5	28	27	42	5
Springfield,	C	29	55.7	—	—	—	29	—	—	—
	A	29	52.8	3	—	—	26	—	—	—
Other municipalities, .	C	101	60.4	—	3	7	3	68	19	1
	A	101	58.5	12	8	5	2	27	42	5
Coated Paper Mill Em- ployees, n. c. s.	C	89	57.3	—	—	15	29	19	26	—
	A	85	54.0	11	12	2	25	3	28	4
Time-workers,	C	84	58.4	—	—	14	29	15	26	—
	A	84	56.6	11	12	1	25	3	28	4
Piece-workers,	C	5	58.8	—	—	1	—	4	—	—
	A	1	54.0	—	—	1	—	—	—	—
Holyoke,	C	10	54.0	—	—	10	—	—	—	—
	A	10	49.4	2	6	1	1	—	—	—
Springfield,	C	19	55.7	—	—	—	19	—	—	—
	A	19	48.9	6	1	—	12	—	—	—
Other municipalities, .	C	60	60.1	—	—	5	10	19	26	—
	A	56	60.4	3	5	1	12	3	28	4
Color Mixers.	C	52	55.4	—	8	16	26	2	—	—
	A	52	55.5	3	21	—	22	4	2	—
Time-workers,	C	52	55.4	—	8	16	26	2	—	—
	A	52	55.5	3	21	—	22	4	2	—
Boston and vicinity, .	C	7	57.3	—	—	—	7	—	—	—
	A	7	54.3	1	1	—	5	—	—	—
Holyoke,	C	16	54.0	—	—	16	—	—	—	—
	A	16	52.0	—	14	—	2	—	—	—
Springfield,	C	12	56.6	—	—	—	12	—	—	—
	A	12	57.1	—	—	—	12	—	—	—
Other municipalities, .	C	17	55.1	—	8	—	7	2	—	—
	A	17	52.1	2	6	—	3	4	2	—
Cutters.	C	159	53.5	5	59	69	18	8	—	—
	A	159	53.3	11	55	46	25	9	13	—
Time-workers,	C	134	53.5	5	53	50	18	8	—	—
	A	134	53.3	9	48	33	23	9	12	—
Piece-workers,	C	25	53.3	—	6	19	—	—	—	—
	A	25	53.1	2	7	13	2	—	1	—

TABLE G. — CUSTOMARY AND ACTUAL WEEKLY WORKING TIME:
BY OCCUPATIONS — CONTINUED.

Other Paper Products — Continued.

Males — Continued.

OCCUPATION CLASSIFICATION.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE —						
				48 and under	Over 48 and under 54	54	Over 54 and under 60	60	Over 60 and not over 72	Over 72
Cutters — Con.										
Boston and vicinity,	C	29	52.6	—	23	3	3	—	—	—
	A	29	52.3	1	21	3	4	—	—	—
Holyoke,	C	29	54.0	—	—	29	—	—	—	—
	A	29	51.9	4	3	19	2	1	—	—
Other municipalities,	C	101	53.6	5	36	37	15	8	—	—
	A	101	54.0	6	31	24	19	8	13	—
Foremen.										
	C	65	52.8	1	36	16	10	1	1	—
	A	65	54.1	3	25	16	12	5	3	1
Time-workers,	C	65	52.8	1	36	16	10	1	1	—
	A	65	54.1	3	25	16	12	5	3	1
Boston and vicinity,	C	15	51.3	1	12	—	2	—	—	—
	A	15	51.8	1	11	—	3	—	—	—
Other municipalities,	C	50	53.3	—	24	16	8	1	1	—
	A	50	54.8	2	14	16	9	5	3	1
Helpers.										
	C	60	53.4	—	22	25	11	2	—	—
	A	60	52.0	6	21	18	10	1	4	—
Time-workers,	C	60	53.4	—	22	25	11	2	—	—
	A	60	52.0	6	21	18	10	1	4	—
Boston and vicinity,	C	20	53.4	—	8	8	4	—	—	—
	A	20	51.5	2	7	6	5	—	—	—
Holyoke,	C	11	54.0	—	—	11	—	—	—	—
	A	11	51.9	1	4	5	1	—	—	—
Other municipalities,	C	29	53.2	—	14	6	7	2	—	—
	A	29	52.4	3	10	7	4	1	4	—
Machine Operators and Tenders.										
	C	228	52.8	—	153	28	38	5	4	—
	A	228	53.8	34	81	19	50	13	21	10
Time-workers,	C	211	52.8	—	141	26	38	2	4	—
	A	211	53.9	31	71	19	49	10	21	10
Piece-workers,	C	17	52.9	—	12	2	—	3	—	—
	A	17	51.8	3	10	—	1	3	—	—
Boston and vicinity,	C	21	56.7	—	1	—	20	—	—	—
	A	21	53.0	2	2	—	17	—	—	—
Holyoke,	C	12	54.3	—	—	8	4	—	—	—
	A	12	61.2	—	5	1	—	2	—	4
Springfield,	C	20	55.8	—	—	13	7	—	—	—
	A	20	55.4	1	2	10	6	—	1	—
Other municipalities,	C	175	51.9	—	152	7	7	5	4	—
	A	175	53.2	31	72	8	27	11	20	6
Pressmen.										
	C	160	51.1	14	129	3	14	—	—	—
	A	160	49.0	46	79	10	15	4	6	—
Time-workers,	C	145	51.1	14	114	3	14	—	—	—
	A	145	49.3	39	71	10	15	4	6	—
Piece-workers,	C	15	51.0	—	15	—	—	—	—	—
	A	15	46.3	7	8	—	—	—	—	—
Boston and vicinity,	C	61	50.9	—	61	—	—	—	—	—
	A	61	48.1	18	38	3	2	—	—	—
Springfield,	C	14	55.0	—	—	—	14	—	—	—
	A	14	52.6	2	3	1	8	—	—	—
Other municipalities,	C	85	50.6	14	68	3	—	—	—	—
	A	85	49.1	26	38	6	5	4	6	—
Printers, Wall Paper.										
	C	43	56.4	—	—	17	25	—	—	—
	A	43	55.6	6	1	—	23	12	1	—
Time-workers,	C	43	56.4	—	—	17	26	—	—	—
	A	43	55.6	6	1	—	23	12	1	—
Boston and vicinity,	C	10	57.2	—	—	—	10	—	—	—
	A	10	57.2	—	—	—	10	—	—	—
Other municipalities,	C	33	56.2	—	—	17	16	—	—	—
	A	33	55.1	6	1	—	13	12	1	—

TABLE G.—CUSTOMARY AND ACTUAL WEEKLY WORKING TIME:
BY OCCUPATIONS—CONTINUED.

Other Paper Products—Continued.

Males—Continued.

OCCUPATION CLASSIFICATION.	Cus- tomary (C) or Actual (A) Hours	Total Num- ber of Em- ployees	Aver- age Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE—						
				48 and under	Over 48 and under 54	54	Over 54 and under 60	60	Over 60 and not over 72	Over 72
Reelers.	C	70	56.4	—	3	14	52	—	1	—
	A	70	55.1	5	5	9	43	7	1	—
Time-workers, . . .	C	69	56.5	—	2	14	52	—	1	—
	A	69	55.3	4	5	9	43	7	1	—
Piece-workers, . . .	C	1	51.0	—	1	—	—	—	—	—
	A	1	41.8	1	—	—	—	—	—	—
Boston and vicinity, .	C	8	57.2	—	—	—	6	—	—	—
	A	6	57.2	—	—	—	6	—	—	—
Springfield, . . .	C	38	56.9	—	—	—	38	—	—	—
	A	38	54.8	3	2	—	33	—	—	—
Other municipalities, .	C	26	55.5	—	3	14	8	—	1	—
	A	26	55.0	2	3	9	4	7	1	—
Rulers.	C	42	53.2	—	13	23	5	—	—	—
	A	42	52.4	7	14	10	8	—	2	1
Time-workers, . . .	C	38	53.1	—	13	19	6	—	—	—
	A	38	52.4	7	11	9	8	—	2	1
Piece-workers, . . .	C	4	54.0	—	—	4	—	—	—	—
	A	4	52.3	—	3	1	—	—	—	—
Boston and vicinity, .	C	13	50.9	—	13	—	—	—	—	—
	A	13	48.9	4	9	—	—	—	—	—
Holyoke, . . .	C	23	54.0	—	—	23	—	—	—	—
	A	23	53.7	3	5	10	2	—	2	1
Other municipalities, .	C	6	55.0	—	—	—	6	—	—	—
	A	6	55.0	—	—	—	6	—	—	—
Other Occupations.	C	167	53.4	—	48	103	14	2	—	—
	A	167	53.0	24	36	83	10	4	5	5
Time-workers, . . .	C	151	53.4	—	44	94	11	2	—	—
	A	151	53.3	20	31	76	10	4	5	5
Piece-workers, . . .	C	16	53.4	—	4	9	3	—	—	—
	A	16	50.6	4	5	7	—	—	—	—
Boston and vicinity, .	C	12	52.0	—	8	4	—	—	—	—
	A	12	50.1	2	6	4	—	—	—	—
Holyoke, . . .	C	37	54.1	—	—	33	4	—	—	—
	A	37	55.6	1	7	25	—	—	1	3
Other municipalities, .	C	118	53.3	—	40	66	10	2	—	—
	A	118	52.5	21	23	54	10	4	4	2
GENERAL OCCUPA- TIONS, PRODUCING DEPARTMENTS.	C	732	52.2	35	453	162	62	19	—	—
	A	728	52.7	98	293	105	113	34	78	7
Packers and Shippers.	C	127	54.1	—	33	49	37	8	—	—
	A	127	54.6	13	13	36	39	12	11	3
Time-workers, . . .	C	121	54.1	—	33	43	37	8	—	—
	A	121	54.6	13	12	31	39	12	11	3
Piece-workers, . . .	C	6	54.0	—	—	6	—	—	—	—
	A	6	53.2	—	1	5	—	—	—	—
Boston and vicinity, .	C	9	52.4	—	5	3	1	—	—	—
	A	9	45.3	2	3	3	1	—	—	—
Holyoke, . . .	C	18	54.0	—	—	18	—	—	—	—
	A	18	53.2	3	2	10	—	2	1	—
Springfield, . . .	C	32	55.1	—	—	1	31	—	—	—
	A	32	53.5	4	2	1	22	2	—	1
Other municipalities, .	C	68	53.8	—	28	27	5	8	—	—
	A	68	56.5	4	6	22	16	8	10	2
Printers.	C	185	50.9	33	128	22	3	—	—	—
	A	186	52.3	27	90	21	23	6	18	1
Time-workers, . . .	C	177	50.9	33	119	22	3	—	—	—
	A	177	52.5	25	83	21	23	6	18	1
Piece-workers, . . .	C	9	51.0	—	9	—	—	—	—	—
	A	9	48.9	2	7	—	—	—	—	—

TABLE G. — CUSTOMARY AND ACTUAL WEEKLY WORKING TIME:
BY OCCUPATIONS — CONTINUED.

Other Paper Products — Continued.

Males — Concluded.

OCCUPATION CLASSIFICATION.	Cus- tomary (C) or Actual (A) Hours	Total Num- ber of Em- ployees	Average Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE —						
				48 and under	Over 48 and under 54	54	Over 54 and under 60	60	Over 60 and not over 72	Over 72
Printers — Con.										
Boston and vicinity,	C	27	50.9	—	27	—	—	—	—	—
	A	27	48.4	4	23	—	—	—	—	—
Holyoke,	C	12	54.0	—	—	12	—	—	—	—
	A	12	51.3	2	4	6	—	—	—	—
Other municipalities,	C	147	50.6	33	101	10	3	—	—	—
	A	147	53.1	21	63	15	23	6	18	1
Truckers.	C	53	52.2	—	35	16	—	2	—	—
	A	53	55.4	6	15	3	9	1	18	1
Time-workers,	C	53	52.2	—	35	16	—	2	—	—
	A	53	55.4	6	15	3	9	1	18	1
Holyoke,	C	14	54.0	—	—	14	—	—	—	—
	A	14	53.7	3	1	3	1	—	5	1
Other municipalities,	C	39	51.6	—	35	2	—	2	—	—
	A	39	55.9	3	14	—	8	1	13	—
Other Occupations.	C	365	52.2	3	257	75	22	9	—	—
	A	362	51.7	52	175	45	42	15	31	2
Time-workers,	C	351	52.1	3	250	70	22	6	—	—
	A	351	51.8	49	171	41	42	15	31	2
Piece-workers,	C	15	53.8	—	7	5	—	3	—	—
	A	11	49.9	3	4	4	—	—	—	—
Boston and vicinity,	C	56	51.6	—	49	2	5	—	—	—
	A	56	48.8	8	41	2	5	—	—	—
Holyoke,	C	34	54.0	—	—	34	—	—	—	—
	A	33	52.4	6	2	22	—	—	2	1
Other municipalities,	C	276	52.0	3	208	39	17	9	—	—
	A	273	52.3	38	132	21	37	15	29	1
POWER, MECHANICAL, AND YARD FORCE.	C	175	55.6	1	84	39	23	10	6	12
	A	175	59.0	13	46	21	27	12	34	22
Engineers.	C	17	57.2	—	4	3	5	2	3	—
	A	17	61.3	—	2	2	5	3	3	2
Time-workers,	C	17	57.2	—	4	3	5	2	3	—
	A	17	61.3	—	2	2	5	3	3	2
Boston and vicinity,	C	1	57.3	—	—	—	1	—	—	—
	A	1	57.3	—	—	—	1	—	—	—
Other municipalities,	C	16	57.2	—	4	3	4	2	3	—
	A	16	61.6	—	2	2	4	3	3	2
Machinists.	C	59	53.3	—	30	15	11	3	—	—
	A	59	54.1	8	23	9	5	3	11	—
Time-workers,	C	59	53.3	—	30	15	11	3	—	—
	A	59	54.1	8	23	9	5	3	11	—
Boston and vicinity,	C	4	54.8	—	—	3	1	—	—	—
	A	4	54.8	—	—	3	1	—	—	—
Other municipalities,	C	55	53.1	—	30	12	10	3	—	—
	A	55	54.1	8	23	6	4	3	11	—
Other Occupations.	C	99	56.7	1	50	21	7	5	3	12
	A	99	61.5	5	21	10	17	6	20	20
Time-workers,	C	99	56.7	1	50	21	7	5	3	12
	A	99	61.5	5	21	10	17	6	20	20
Boston and vicinity,	C	2	55.5	—	—	1	1	—	—	—
	A	2	62.0	—	—	1	—	—	1	—
Holyoke,	C	17	56.4	1	—	12	1	—	—	3
	A	17	62.1	1	—	4	2	2	4	4
Other municipalities,	C	80	56.7	—	50	8	5	5	3	9
	A	80	61.3	4	21	5	15	4	15	16

TABLE G.—CUSTOMARY AND ACTUAL WEEKLY WORKING TIME:
BY OCCUPATIONS—CONTINUED.

Other Paper Products—Continued.

Females.

OCCUPATION CLASSIFICATION.	Cus- tomary (C) or Actual (A) Hours	Total Num- ber of Em- ployees	Aver- age Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE—				
				Under 48	48	Over 48 and under 54	54	Over 54
ALL OCCUPATIONS.	C	1,522	52.7	6	2	632	882	-
	A	1,522	49.0	341	10	663	497	11
PRODUCTIVE OCCUPA- TIONS.	C	1,328	52.7	3	1	567	757	-
	A	1,328	49.0	299	10	563	446	10
Binders.	C	52	53.5	-	-	8	44	-
	A	52	51.2	6	1	19	26	-
Time-workers,	C	25	53.0	-	-	8	17	-
	A	25	49.6	5	-	9	11	-
Piece-workers,	C	27	54.0	-	-	-	27	-
	A	27	52.6	1	1	10	15	-
Boston and vicinity,	C	8	50.9	-	-	8	-	-
	A	8	48.4	2	-	5	1	-
Holyoke,	C	37	54.0	-	-	-	37	-
	A	37	51.8	3	1	10	23	-
Other municipalities,	C	7	54.0	-	-	-	7	-
	A	7	50.9	1	-	4	2	-
Cone and Tube Makers.	C	85	53.8	2	-	-	83	-
	A	85	53.5	2	-	14	69	-
Time-workers,	C	23	53.4	2	-	-	21	-
	A	23	53.2	2	-	1	20	-
Piece-workers,	C	62	54.0	-	-	-	62	-
	A	62	53.6	-	-	13	49	-
Boston and vicinity,	C	24	53.4	2	-	-	22	-
	A	24	53.4	2	-	-	22	-
Other municipalities,	C	61	54.0	-	-	-	61	-
	A	61	53.5	-	-	14	47	-
Cutters.	C	129	52.2	-	-	75	54	-
	A	129	48.6	42	-	52	35	-
Time-workers,	C	34	52.0	-	-	22	12	-
	A	34	51.0	2	-	22	10	-
Piece-workers,	C	95	52.3	-	-	53	42	-
	A	95	47.7	40	-	30	25	-
Boston and vicinity,	C	14	51.7	-	-	10	4	-
	A	14	49.7	1	-	11	2	-
Other municipalities,	C	115	52.3	-	-	65	50	-
	A	115	48.4	41	-	41	33	-
Forewomen.	C	21	52.7	1	-	6	14	-
	A	21	50.9	2	-	7	12	-
Time-workers,	C	21	52.7	1	-	6	14	-
	A	21	50.9	2	-	7	12	-
Boston and vicinity,	C	7	51.3	1	-	3	3	-
	A	7	51.3	1	-	3	3	-
Other municipalities,	C	14	53.4	-	-	3	11	-
	A	14	50.7	1	-	4	9	-
Inspectors.	C	138	51.7	-	-	105	33	-
	A	138	48.4	25	1	88	24	-
Time-workers,	C	130	51.8	-	-	97	33	-
	A	130	48.4	21	1	84	24	-
Piece-workers,	C	8	51.0	-	-	8	-	-
	A	8	48.3	4	-	4	-	-
Boston and vicinity,	C	77	51.2	-	-	71	6	-
	A	77	47.8	11	-	59	7	-
Other municipalities,	C	61	52.3	-	-	34	27	-
	A	61	49.2	14	1	29	17	-

TABLE G.—CUSTOMARY AND ACTUAL WEEKLY WORKING TIME:
BY OCCUPATIONS—CONTINUED.

Other Paper Products—Continued.

Females—Continued.

OCCUPATION CLASSIFICATION.	Cus- tomary (C) or Actual (A) Hours	Total Num- ber of Em- ployees	Aver- age Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE—				
				Under 43	43	Over 43 and under 54	54	Over 54
Machine Operators and Tenders.	C	196	52.3	—	1	111	84	—
	A	195	49.0	43	4	100	44	5
Time-workers,	C	111	52.3	—	1	59	51	—
	A	111	49.1	20	4	47	35	5
Piece-workers,	C	85	52.2	—	—	52	33	—
	A	85	48.9	23	—	53	9	—
Boston and vicinity,	C	36	51.0	—	—	36	—	—
	A	36	46.7	7	3	25	1	—
Holyoke,	C	10	54.0	—	—	—	10	—
	A	10	52.7	—	—	3	7	—
Springfield,	C	45	54.0	—	—	—	45	—
	A	45	51.4	5	—	18	21	1
Other municipalities,	C	105	51.8	—	1	75	29	—
	A	105	48.5	31	1	54	15	4
Paper Novelty Workers.	C	244	52.1	—	—	152	92	—
	A	244	48.0	57	2	127	47	1
Time-workers,	C	113	51.3	—	—	103	10	—
	A	113	48.6	28	1	76	8	—
Piece-workers,	C	131	52.9	—	—	49	82	—
	A	131	47.4	39	1	51	39	1
All municipalities,	C	244	52.1	—	—	152	92	—
	A	244	48.0	67	2	127	47	1
Pasters and Labelers.	C	53	52.2	—	—	30	23	—
	A	53	49.9	10	—	26	17	—
Time-workers,	C	46	52.2	—	—	26	20	—
	A	46	50.2	7	—	22	17	—
Piece-workers,	C	7	51.9	—	—	4	3	—
	A	7	48.4	3	—	4	—	—
Boston and vicinity,	C	17	51.4	—	—	15	2	—
	A	17	48.7	3	—	12	2	—
Holyoke,	C	11	54.0	—	—	—	11	—
	A	11	53.1	1	—	1	9	—
Other municipalities,	C	25	52.0	—	—	15	10	—
	A	25	49.4	6	—	13	6	—
Sealers and Banders.	C	54	52.9	—	—	19	35	—
	A	54	48.3	16	2	26	10	—
Time-workers,	C	17	52.4	—	—	9	8	—
	A	17	47.8	5	—	9	3	—
Piece-workers,	C	37	53.2	—	—	10	27	—
	A	37	48.6	11	2	17	7	—
Holyoke,	C	15	54.0	—	—	—	15	—
	A	15	50.9	3	—	3	9	—
Other municipalities,	C	39	52.5	—	—	19	20	—
	A	39	47.3	13	2	23	1	—
Sorters and Counters.	C	135	54.0	—	—	2	133	—
	A	135	43.5	56	—	25	43	1
Time-workers,	C	117	53.9	—	—	2	115	—
	A	117	42.1	66	—	20	30	1
Piece-workers,	C	18	54.0	—	—	—	18	—
	A	18	52.9	—	—	5	13	—
Boston and vicinity,	C	2	54.0	—	—	—	2	—
	A	2	54.0	—	—	—	2	—
Holyoke,	C	38	54.0	—	—	—	38	—
	A	38	49.0	7	—	17	14	—
Other municipalities,	C	95	53.9	—	—	2	93	—
	A	95	41.1	59	—	8	27	1

TABLE G. — CUSTOMARY AND ACTUAL WEEKLY WORKING TIME:
BY OCCUPATIONS — CONCLUDED.

Other Paper Products — Concluded.

Females — Concluded.

OCCUPATION CLASSIFICATION.	Cus- tomary (C) or Actual (A) Hours	Total Num- ber of Em- ployees	Aver- age Weekly Hours	NUMBER OF EMPLOYEES WHOSE WEEKLY HOURS OF LABOR WERE —				
				Under 48	48	Over 48 and under 54	54	Over 54
Other Occupations.	C	221	53.1	—	—	59	162	—
	A	221	51.4	20	—	79	119	3
Time-workers,	C	159	52.7	—	—	57	102	—
	A	159	50.7	17	—	69	70	3
Piece-workers,	C	62	53.9	—	—	2	60	—
	A	62	53.2	3	—	10	49	—
Boston and vicinity,	C	40	51.7	—	—	24	16	—
	A	40	50.1	4	—	20	16	—
Holyoke,	C	50	54.0	—	—	—	50	—
	A	50	51.0	6	—	13	31	—
Springfield,	C	14	54.0	—	—	—	14	—
	A	14	52.1	1	—	5	8	—
Other municipalities,	C	117	53.0	—	—	35	82	—
	A	117	51.9	9	—	41	64	3
GENERAL OCCUPATIONS, PRODUCING DEPART- MENTS.	C	194	52.7	3	1	65	125	—
	A	194	49.0	42	—	100	51	1
Packers.	C	86	53.3	—	—	15	71	—
	A	86	48.5	22	—	33	31	—
Time-workers,	C	45	53.3	—	—	8	37	—
	A	45	47.6	11	—	14	20	—
Piece-workers,	C	41	53.3	—	—	7	34	—
	A	41	49.6	11	—	19	11	—
Boston and vicinity,	C	7	50.0	—	—	7	—	—
	A	7	50.0	—	—	7	—	—
Other municipalities,	C	79	53.6	—	—	8	71	—
	A	79	48.4	22	—	26	31	—
Other Occupations.	C	108	52.2	3	1	50	54	—
	A	108	49.4	20	—	67	20	1
Time-workers,	C	86	51.9	3	1	47	35	—
	A	86	49.4	12	—	58	15	1
Piece-workers,	C	22	53.6	—	—	3	19	—
	A	22	49.6	8	—	9	5	—
Boston and vicinity,	C	44	50.6	3	—	39	2	—
	A	44	49.9	5	—	37	2	—
Holyoke,	C	20	54.0	—	—	—	20	—
	A	20	49.7	4	—	4	12	—
Other municipalities,	C	44	53.0	—	1	11	32	—
	A	44	48.9	11	—	26	6	1

* Insert here the unit of payment.

PART VII

LABOR LEGISLATION IN MASSACHUSETTS

1915

(ISSUED AS LABOR BULLETIN No. 110)

(Supplementary to Handbook of Labor Laws, issued as Labor Bulletin No. 104)

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LABOR LEGISLATION IN MASSACHUSETTS IN 1915.

INTRODUCTORY.

This Bulletin contains the text of those acts relating to labor, broadly defined, which were passed by the Legislature of Massachusetts during the session of 1915, and is intended to serve as a supplement to the Handbook of Labor Laws, recently published as Labor Bulletin No. 104, which contained the text of Labor Laws in effect at the close of the legislative session in 1914. This Bulletin also contains certain other matter, described below, having a direct bearing upon the labor legislation of the present year.

In comparison with the labor legislation of recent years, that passed in 1915 was comparatively meagre. Very little distinctively new legislation was passed, the labor legislation of the year being principally amendatory in character, and, for the most part, the new measures established no new policy of special significance.

In this Bulletin, as in the Handbook above referred to, the several enactments have been classified by subjects rather than by chapter numbers in order that the legislation on any particular subject may be immediately accessible. In the preparation of such classification, it has been necessary to rearrange the various acts, chapters, sections, and even parts of sections, by transferring or omitting certain words, phrases and clauses and by inserting certain matter in order to make the context clear. Each enactment in 1915, which is an amendment of an earlier enactment, has been given the same paragraph number which the earlier enactment had in the Handbook, and those specific words, phrases, etc., which are merely in the nature of amendments have been put in italics, so that the effect of the amendment may be readily observed. For purposes of conciseness certain phrases, which for present purposes are non-essential, have been omitted, such omissions being indicated by three points, thus: . . . ; wherever any insertion, for purposes of correlation or explanation, has been made, such insertion has been enclosed in brackets, thus: []. Citations of sections printed in this compilation are given in italic type, enclosed in brackets, at the end of each paragraph, thus: [*Gen. Acts, 1915, c. 4, §§ 1, 2 and 3*], to indicate where may be found, in the official edition of the Revised Laws or of the Acts and Resolves, the complete text of the sections here presented. Such citations usually include only the last amendment to the section in addition to its original date of enactment, with the chapter number, wherever such original act has not been repealed.

For the purpose of avoiding a considerable amount of repetition, those sections, the text of which permits of more than one classification, have generally been placed where it is deemed they are most pertinent. In a few instances, however, it was considered advisable to repeat a section under another caption.

Certain acts passed during the legislative session of 1915 which did not specifically amend any part of the text of the law as published in the Handbook, bear, never-

theless, closely upon the subject matter contained therein. In such cases the text of the law has been given the same paragraph number as that in the Handbook to which it most nearly corresponds, accompanied, however, by a capital letter, A, B, etc., indicating that such paragraph, while not amending the original paragraph in the Handbook, is supplementary thereto. In other words, these sections have been so designated as to correlate them with the corresponding section in the Handbook bearing most nearly on the subject matter of the new legislation. All sections stating that an act "shall take effect upon its passage" have been omitted, but those sections which state that the act shall take effect upon a definite date, other than that of its passage, have been included.

Under "Administrative Provisions" have been printed certain provisions of the laws governing the different State boards and commissions which are more directly concerned with the subject of labor. Special legislation affecting a particular city or town has been generally omitted; certain acts, however, concerning the city of Boston, which were deemed of general interest, have been included.

The second main division of this Bulletin consists of an index, in tabular form, to the numerous bills affecting labor which were introduced during the legislative session of 1915, and in this index information is given with reference to the more important stages through which these several bills passed, namely, the committee to which referred, the report of such committee, the final disposition of the bill, and, if enacted, the chapter number assigned thereto, in order that the reader may observe at a glance the principal action taken thereon by the Legislature. A key to the abbreviations used in this index appears at the head of the table.

Approximately 540 bills directly and indirectly affecting labor, or about nineteen per cent of the 2,801 bills of all kinds introduced, were considered during the session, and, while many of these bills were proposed as amendments to laws already in effect, or were, in a measure, duplicated by other bills of the session, their mere number indicates the widespread interest which is being manifested in legislation affecting the interest and well-being of the wage-earners in this State. Although fewer measures affecting labor were actually passed in 1915 than in 1914, nevertheless 89 Acts (79 General and 10 Special) and 13 Resolves, which may properly be classified as labor measures, were passed during the session.

The third division of this Bulletin contains an opinion of the Supreme Judicial Court on legislation pending during the session of 1915; and in the fourth division have been reprinted the recommendations concerning labor which appeared in the inaugural address of the Governor.

A table showing the disposition of statutes cited in the text of the acts of 1915 is appended. By means of this table one may readily locate a specific act or section.

The index appended hereto corresponds closely with the index published in the Handbook and should serve as a means of locating readily any act or section passed during the current year, regardless of its classification in this compilation.

I.

TEXT OF THE ACTS AFFECTING LABOR PASSED DURING THE
LEGISLATIVE SESSION OF 1915.

A. ADMINISTRATIVE PROVISIONS.

1. CIVIL SERVICE COMMISSION.

(See also under Public Employment.)

10. Records and annual report. — They [the commissioners] shall keep records of their proceedings and of examinations made by them or under their authority. Recommendations of applicants received by them or by any officer authorized to make appointments or to employ laborers or others, within the scope of such rules, and the examination papers of such applicants, shall be preserved for at least *three* years, after which time any or all application and examination papers of applicants, with accompanying recommendations, may, at the discretion of said commissioners, be destroyed. Such records and recommendations shall, under regulations approved by the governor and council, be open to public inspection. The commissioners shall from time to time suggest to the general court appropriate legislation for the administration and improvement of the civil service and shall annually before the tenth day of January make a report which shall contain any rules adopted under the provisions of this chapter. [*R. L., c. 19, § 5, as am. by Acts, 1902, c. 308, and by Gen. Acts, 1915, c. 6.*]

2. STATE BOARD OF LABOR AND INDUSTRIES.

20A. Resolve relative to a compilation of the labor laws. — *Resolved*, That the commissioner of labor is hereby relieved from making a compilation of the laws of the commonwealth relative to labor and from recommending amendments thereto, as directed by Res. 1914, c. 36, it appearing that the director of the bureau of statistics has made such a compilation, which is now in the hands of the printer, and that the state board of labor and industries has recommended such changes in the labor laws as meet the approval of the said commissioner. [*Res., 1915, c. 15.*]

25. Number and qualifications of inspectors. — The total number of industrial health inspectors, industrial inspectors and assistant industrial inspectors shall not exceed twenty-four, of whom at least four shall be women. . . . Industrial health inspectors shall be persons admitted to practice medicine in this commonwealth, [or persons especially qualified by technical education in matters relating to health and sanitation]. Inspectors and assistant inspectors shall be not over forty-five years of age on the date of their first appointment, but this age limit shall not apply to any reappointment or to the first appointment of any person who filed his application for examination by the civil service commission for such position prior to January 1, 1915, and who was not then over forty-five years of age. . . . [*Acts, 1912, c. 726, § 8, ¶ 2, as am. by Acts, 1913, c. 813, § 8, and by Gen. Acts, 1915, c. 74.*]

3. INDUSTRIAL ACCIDENT BOARD.

38. Duties and powers. — The board may make rules not inconsistent with this act for carrying out the provisions of the act. Process and procedure under this act shall be as *simple and summary* as reasonably may be. The board or any member thereof shall have the power to subpoena witnesses, administer oaths, and to examine such parts of the books and records of the parties to a proceeding as relate to questions in dispute. *Upon the written request of the board or of any member thereof, together with interrogatories and cross-interrogatories, if any there be, filed with the clerk of the superior court for any county of this commonwealth, commissions to take depositions of persons or witnesses residing without the commonwealth, or in foreign countries, or letters rogatory to any court in any other of the United States or to any court in any foreign country, shall forthwith issue from the said superior court, as in cases pending in said superior court, and upon the return of the said depositions or answers to letters rogatory the same shall be opened by the clerk of the court which issued the commissions or letters, and the said clerk shall endorse thereon the date upon which any deposition or answer to letters rogatory was received and the same shall forthwith be delivered to the board. No entry fee shall be charged in such cases. . . . [Acts, 1911, c. 751, Pt. III, § 3, as am. by Acts, 1912, c. 571, § 8, and by Gen. Acts, 1915, cc. 123, 275.]*

4. MINIMUM WAGE COMMISSION.

(See also under Wages, and Women and Children.)

115A. Posting of information in places of employment. — The minimum wage commission may require employers to post in conspicuous positions in their places of employment such notices as the said commission may issue for the information of employees. [*Gen. Acts, 1915, c. 65.*]

5. HOMESTEAD COMMISSION.

(See also under Housing.)

128. Organization of commission. — A commission is hereby established, to be known as the homestead commission, and to consist of the following persons: — the director of the bureau of statistics, the bank commissioner, the president of the Massachusetts agricultural college, one member of the state *department* of health, to be selected by the *department*, and three other persons to be appointed by the governor, with the advice and consent of the council. The three members of the commission last named shall be appointed in the first place for terms of one, two and three years, respectively, and thereafter their successors shall be appointed for terms of three years. Of the persons so appointed by the governor, one shall be a woman, and one at least shall represent the laboring class. The commission shall report to the next general court, not later than January 10, 1912, a bill or bills embodying a plan and the method of carrying it out whereby, with the assistance of the commonwealth, homesteads or small houses and plots of ground may be acquired by mechanics, factory employees, laborers and others in the suburbs of cities and towns. The members of the commission shall serve without compensation, but shall be allowed such sums for their expenses as may be approved by the governor and council. [*Acts, 1911, c. 607, § 1, as am. by Gen. Acts, 1915, c. 129.*]

6. OTHER BOARDS, COMMISSIONS, ETC.

(NOTE. — The following state boards, commissions or officials are also concerned in the administration of the labor laws in Massachusetts: Governor and council, secretary of the commonwealth, treasurer and receiver general, attorney general, public service commission, state department of health, fire prevention commissioner, supervisor of loan agencies, highway commission, insurance commissioner, board of education, commissioner of corporations, board of prison commissioners, state board of charity, gas and electric light commissioners, bank commissioner, board of commissioners of the Massachusetts nautical school, state board of agriculture, sergeant-at-arms, metropolitan park commission, state actuary, *commissioner of weights and measures*, *the library commissioners* and *state examiners of electricians*. For the respective duties of these boards, etc., in this connection see index.)

B. GENERAL PROVISIONS.

1. EMPLOYMENT, SECURING OF.

EMPLOYMENT OF PUBLIC SCHOOL TEACHERS.

183A. School committee of the city of Boston to conduct courses for the improvement of teachers. — The school committee of the city of Boston may conduct courses for the improvement of teachers or others in its service, or for the training and qualification of persons who are or may become candidates for positions as teachers in special schools or subjects. The committee may employ such persons as it deems expedient in connection with the said courses, and may fix their compensation. [*Sp. Acts, 1915, c. 189.*]

2. UNEMPLOYMENT.

196A. Metropolitan Park Commission to provide immediate work on parks, etc. — The metropolitan park commission, for the purpose of providing immediate work on, and continuing the construction, improvement and development of the parks and reservations under its care and control, and to carry out the provisions of Acts, 1893, c. 407, is hereby authorized to expend the sum of \$50,000 as an addition to the Metropolitan Parks Loan.

To meet expenditures made under authority of this act the treasurer and receiver general, with the approval of the governor and council, shall issue scrip or certificates of indebtedness, bearing interest at a rate not exceeding four per cent per annum, to the amount of \$50,000 as an addition to the Metropolitan Parks Loan, and shall add to the existing sinking fund to provide for the payment of the same. Such scrip or certificates of indebtedness shall be issued and additions to said sinking fund shall be assessed and collected in accordance with the provisions of Acts, 1899, c. 419, and acts in amendment thereof and in addition thereto.

The metropolitan park commission in the employment of labor to carry out the purposes of this act shall select the employees either from the state civil service lists or from the lists of the cities and towns in the district: *provided, however*, that preference in employment shall be given to those on the lists of the cities and towns sit-

uated in the immediate locality in which the work is being done. [*Gen. Acts, 1915, c. 4, §§ 1, 2 and 3.*]

196B. Metropolitan park commission to provide immediate work on parkways, etc. — The metropolitan park commission, for the purpose of providing immediate work on, and continuing the construction, improvement and development of the parkways and boulevards under its care and control, and to carry out the provisions of Acts, 1894, c. 288, is hereby authorized to expend the sum of \$50,000 as an addition to the Metropolitan Parks Loan, Series Two.

To meet expenditures made under authority of this act the treasurer and receiver general, with the approval of the governor and council, shall issue scrip or certificates of indebtedness, bearing interest at a rate not exceeding four per cent per annum, to the amount of \$50,000, as an addition to the Metropolitan Parks Loan, Series Two, and shall add to the existing sinking fund to provide for the payment of the same. Such scrip or certificates of indebtedness shall be issued and additions to said sinking fund shall be assessed and collected in accordance with the provisions of Acts, 1899, c. 419, and acts in amendment thereof and in addition thereto.

The metropolitan park commission in the employment of labor to carry out the purposes of this act shall select the employees either from the state civil service lists or from the lists of the cities and towns in the district: *provided, however*, that preference in employment shall be given to those on the lists of the cities and towns situated in the immediate locality in which the work is being done. [*Gen. Acts, 1915, c. 5, §§ 1, 2 and 3.*]

196C. State forester to provide employment for certain needy persons. — *Resolved*, That the state forester be directed to provide employment for needy persons deemed by him to be worthy thereof, preference being given to residents of the commonwealth and to persons who have others dependent upon them for support. The moneys authorized to be spent under the provisions of this resolve shall be spent upon the improvement and protection of forests and in any other public work which may in the opinion of the state forester be proper. There shall be allowed and paid out of the treasury of the commonwealth for this purpose the sum of \$25,000, together with any unexpended balances of the amounts appropriated to be used under the provisions of Acts, 1913, c. 759 and Acts, 1914, c. 596. For the purpose of carrying out the provisions of this resolve, the state forester may appoint his duly accredited agents as special police officers to serve for such period as may be determined by him and subject to removal by him. Such officers shall serve without pay, except their regular compensation as agents or employees of the state forester, and shall receive no fees for services or return of criminal process. They shall have, throughout the commonwealth, the powers of constables and police officers to arrest and detain any person violating the law of the commonwealth, but they shall not have power to serve any process in civil cases. The civil service laws and the rules and regulations made thereunder shall not apply to this resolve or to any action taken hereunder. [*Res., 1915, c. 2.*]

196D. Appropriation for the employment of certain needy persons by the state forester. — A sum not exceeding \$25,000 is hereby appropriated, to be paid out of the treasury of the commonwealth from the ordinary revenue, to be expended under the direction of the state forester, in the employment of certain needy persons, as authorized by [*Res., 1915, c. 2*]; and there is also hereby made available for this

purpose the unexpended balances of the appropriations made under the provisions of Acts, 1913, c. 759 and Acts, 1914, c. 596. [*Sp. Acts, 1915, c. 127.*]

196E. Additional expenditure for employment of certain needy persons authorized. — *Resolved*, That the sum of \$50,000 is hereby authorized to be paid out of the treasury of the commonwealth, from the ordinary revenue, to be expended by the state forester in the employment of needy persons under the provisions of chapter two of the resolves of the current year; this sum to be in addition to the amounts authorized by the said chapter. [*Res., 1915, c. 23.*]

196F. Additional appropriation for employment of certain needy persons. — A sum not exceeding \$50,000 is hereby appropriated to be paid out of the treasury of the commonwealth from the ordinary revenue, to be expended under the direction of the state forester in the employment of certain needy persons, as authorized by chapter twenty-three of the resolves of the present year, the same to be in addition to any amount heretofore appropriated for the purpose. [*Sp. Acts, 1915, c. 284.*]

196G. State forester authorized to accept contributions for continuing relief of certain needy persons. — *Resolved*, That the state forester is hereby authorized to accept, on behalf of the commonwealth, contributions of money from municipalities and individuals, to be used in continuing the employment of certain needy persons, as authorized by chapters two and twenty-three of the resolves of the present year. The money so received shall be paid into the treasury of the commonwealth and may be expended by the state forester in addition to the money appropriated by the commonwealth for the purposes authorized by said chapters two and twenty-three: *provided*, that none of the money so collected shall be expended after December 1, 1915. [*Res., 1915, c. 98.*]

3. INDUSTRIAL SAFETY.

GENERAL ACTS.

197. Surgical appliances for employees. — Every person, firm or corporation operating a factory or shop in which machinery is used for any manufacturing or other purpose except for elevators, or for heating or hoisting apparatus, shall at all times keep and maintain, free of expense to the employees, such medical or surgical chest, or both, as shall be required by the state board of labor and industries, and containing plasters, bandages, absorbent cotton, gauze, and all other necessary medicines, instruments and other appliances for the treatment of persons injured or taken ill upon the premises. *Every such person, firm or corporation, employing one hundred or more persons, shall, if so required by the state board of labor and industries, provide accommodations, satisfactory to said board, for the treatment of persons injured or taken ill upon the premises.* Every person, firm or corporation carrying on a business in a mercantile establishment in which twenty or more women or minors are employed, shall in the manner aforesaid provide such medical and surgical chest as the state board of labor and industries may require. A person, firm or corporation violating any provision of this [paragraph] shall be punished by a fine of not less than five dollars nor more than five hundred dollars for every week during which such violation continues. [*Acts, 1909, c. 514, § 104, as am. by Acts, 1914, c. 557 and by Gen. Acts, 1915, c. 216.*]

EGRESSES AND PREVENTION OF FIRE.

236A. Laboratory for the use of the detective department. — From and after December 1, 1914, there may be expended annually from the treasury of the commonwealth, under the direction of the chief of the district police, a sum not exceeding five hundred dollars for the maintenance of a laboratory for the use of the detective department of the district police in the enforcement of the laws relative to explosives and inflammable fluids and compounds. [*Gen. Acts, 1915, c. 220.*]

STEAM BOILERS.

279. Daily record of boiler to be kept. — . . . The person in charge of a stationary steam boiler upon which the safety valve is set to blow off at more than 25 pounds pressure to the square inch, except boilers upon locomotives, motor road vehicles, boilers in private residences, boilers in apartment houses of less than five apartments, boilers under the jurisdiction of the United States, boilers used for agricultural purposes exclusively, and boilers of less than nine horse power, shall keep a daily record of the boiler, its condition when under steam and of all repairs made and work done on it, upon forms to be obtained upon application from the boiler inspection department. These records shall be kept on file and shall be accessible at all times to the members of the boiler inspection department. [*Acts, 1911, c. 562, § 7, repealed and reenacted as Gen. Acts, 1915, c. 259, § 10.*]

4. INDUSTRIAL SANITATION.

VENTILATION.

329. Prosecution for violating certain laws relative to factories and workshops. — *Inspectors of the state board of labor and industries*, upon receipt of notice in writing, signed by any person having knowledge of the facts, that any factory or workshop as aforesaid is not provided with the apparatus prescribed in [*Acts, 1909, c. 514, §§ 86, 87, see Handbook of Labor Laws, 1914, paragraphs 326, 327*], shall visit and inspect such factory or workshop, and for that purpose they are authorized to enter any such factory or workshop during working hours; and if they ascertain, in the foregoing or in any other manner, that the owner, proprietor or manager thereof has failed to comply with the provisions of said sections, they shall make complaint to a court or judge having jurisdiction, and cause such owner, proprietor or manager to be prosecuted. [*Acts, 1909, c. 514, § 89, as affected by Acts, 1912, c. 726, and as am. by Gen. Acts, 1915, c. 116.*]

330. Penalties for violating the laws relative to sanitary devices in factories. — Whoever fails to comply with any provision of [*Acts, 1909, c. 514*] §§ 83 to 89 *inc.*, shall, for the first offence be punished by a fine of not less than twenty-five nor more than one hundred dollars, and, for a second offence he shall be punished by the fine aforesaid or by imprisonment in jail for not more than sixty days or by both such fine and imprisonment. [*Acts, 1909, c. 514, § 90, as am. by Gen. Acts, 1915, c. 69.*]

TOILET FACILITIES.

342. Drinking water to be provided for employees. — All *industrial* establishments within this commonwealth shall provide fresh and pure drinking water to which their employees shall have access during working hours. Any person, firm, association or corporation owning, in whole or in part, managing, controlling or superintending any *industrial* establishment in which the provisions of this section are violated shall, upon complaint of an *inspector of the state board of labor and industries*, of the board of health of the city or town, or of the selectmen of the town in which the establishment is located be punished by a fine of one hundred dollars for each offence. [Acts, 1909, c. 514, § 78, as affected by Acts, 1912, c. 726, and as am. by Gen. Acts, 1915, c. 117.]

5. WOMEN AND CHILDREN.

(See also under Industrial Safety and Sanitation. Those acts only which refer specifically to women and children have been included under the above heading. For acts not so limited in scope see Table of Contents.)

SCHOOL ATTENDANCE AND ATTENDANCE OFFICERS.

378. Compulsory school attendance. — Every child between seven and fourteen years of age, every child under sixteen years of age who does not possess such ability to read, write and spell in the English language as is required for the completion of the fourth grade of the public schools of the city or town in which he resides, and every child under sixteen years of age who has not received an employment certificate as provided in this act and is not engaged in some regular employment or business for at least six hours per day or has not the written permission of the superintendent of schools of the city or town in which he resides to engage in profitable employment at home, shall attend a public day school in said city or town or some other day school approved by the school committee, during the entire time the public schools are in session, subject to such exceptions as are provided for in R. L., c. 44, §§ 4, 5, 6, R. L., c. 42, § 3, as am. by Acts, 1902, c. 433, Acts, 1911, c. 537 and [Acts, 1913, c. 779]; but such attendance shall not be required of a child whose physical or mental condition is such as to render attendance inexpedient or impracticable, or who is being otherwise instructed in a manner approved in advance by the superintendent of schools or the school committee. The superintendent of schools, or teachers in so far as authorized by said superintendent or by the school committee, may excuse cases of necessary absence for other causes not exceeding *seven* day sessions or *fourteen* half-day sessions in any period of six months. For the purposes of this [paragraph], school committees shall approve a private school only when the instruction in all the studies required by law is in the English language, and when they are satisfied that such instruction equals in thoroughness and efficiency, and in the progress made therein, the instruction in the public schools in the same city or town; but they shall not refuse to approve a private school on account of the religious teaching therein. [R. L., c. 44, § 1, as last am. by Acts, 1913, c. 779, § 1, and by Gen. Acts, 1915, c. 81, § 1.]

379. Obligations of parents and guardians. — Every person having under his control a child as described in [R. L., c. 44,] § 1, shall cause him to attend school as therein required, and, if he fails for *seven* day sessions or *fourteen* half-day sessions

within any period of six months while such control obtains, to cause such child so to attend school, he shall, upon complaint by an attendance officer and conviction thereof, be punished by a fine of not more than twenty dollars, and no physical or mental condition which is capable of correction, or which renders the child a fit subject for special instruction at public charge in institutions other than public day schools, shall avail as defence under the provisions of this or the preceding section, unless it shall be made to appear that the defendant has employed all reasonable measures for the correction of the condition and the suitable instruction of the child. . . . [R. L., c. 44, § 2, as am. by Acts, 1913, c. 779, § 2, and by Gen. Acts, 1915, c. 81, § 2.]

384. Commonwealth to pay tuition. — . . . For the tuition in the public schools in any city or town of any child between the ages of five and fifteen years who shall be placed elsewhere than in his own home by the state board of charity, or by the trustees of the Massachusetts training schools, or kept under the control of either of said boards in such city or town, the commonwealth shall pay to said city or town, and for such tuition of any such child so placed by the trustees for children of the city of Boston, or so kept under the control of said trustees, the city of Boston from its appropriation for school purposes, shall pay to said city or town *seventy-five* cents for each week of five days, or major part thereof, of attendance of every such child in the public schools. . . . [R. L., c. 44, § 4, as last am. by Acts, 1913, c. 779, § 4, and by Gen. Acts, 1915, c. 78.]

EMPLOYMENT OF CHILDREN.

415. Penalties for violation of law as to employment of children. — Whoever employs a person under the age of sixteen years, and whoever procures or, having under his control a person under sixteen years of age, permits such person to be employed in violation of the provisions of [Acts, 1909, c. 514, §§ 56 or 57], shall for each offence be punished by a fine of not less than ten dollars nor more than fifty dollars, or by imprisonment for not more than thirty days; and whoever continues to employ a person under sixteen years of age in violation of the provisions of either of [the above] sections, after being notified thereof by a school attendance officer or by an inspector appointed by the state board of labor and industries, shall for every day thereafter while such employment continues be punished by a fine of not less than fifty nor more than two hundred dollars, or by imprisonment for not more than sixty days; and whoever forges, or procures to be forged, or assists in forging a certificate of birth or other evidence of the age of such person, and whoever presents or assists in presenting a forged certificate or evidence of birth to the superintendent of schools or to a person authorized by law to issue certificates, for the purpose of fraudulently obtaining the employment certificate required by this act, shall be punished by a fine of not less than ten nor more than five hundred dollars, or by imprisonment for not more than one year, or by both such fine and imprisonment. Whoever, being authorized to sign an employment certificate, knowingly certifies to any materially false statement therein shall be punished by a fine of not less than ten nor more than two hundred dollars. *Whoever, without authority, alters an employment certificate after the same is issued shall be punished by a fine of ten dollars.* [Acts, 1909, c. 514, § 61, as last am. by Acts, 1913, c. 779, § 19, and by Gen. Acts, 1915, c. 70.]

WAGES AND HOURS FOR WOMEN AND CHILDREN.

463. Notices to be posted showing hours of labor. — . . . Every employer, except those employers hereinafter designated, shall post in a conspicuous place in every room in which such persons¹ are employed a printed notice stating the number of hours' work required of them on each day of the week, the hours of beginning and stopping work, and the hours when the time allowed for meals begins and ends or, in the case of mercantile establishments and of establishments exempted from the provisions of Acts, nineteen hundred and nine, chapter 514, sections 67 and 68, the time, if any, allowed for meals. The printed forms of such notices shall be provided by the state board of labor and industries, after approval by the attorney-general. The employment of any such person at any time other than as stated in said printed notice shall be deemed a violation of the provisions of this section unless it appears that such employment was to make up time lost on a previous day of the same week in consequence of the stopping of machinery upon which such person was employed or dependent for employment; but no stopping of machinery for less than thirty consecutive minutes shall justify such overtime employment, nor shall such overtime employment be authorized until a written report of the day and hour of its occurrence and its duration is sent to the state board of labor and industries, *nor shall such overtime employment be authorized because of the stopping of machinery for the celebration of any holiday.* Every employer engaged in furnishing public service or in any other kind of business in respect to which the state board of labor and industries shall find that public necessity or convenience requires the employment of children under the age of eighteen or women by shifts during different periods or parts of the day, shall post in a conspicuous place in every room in which such persons are employed a printed notice stating separately the hours of employment for each shift or tour of duty and the amount of time allowed for meals. Printed forms of such notices shall be provided by the state board of labor and industries, after approval by the attorney-general. A list by name of the employees, stating in which shift each is employed, shall be kept on file at each place of employment for inspection by employees and by officers charged with the enforcement of the law. In cases of extraordinary emergency as defined by Acts, 1911, c. 494, § 1 or extraordinary public requirement, the provisions of this act shall not apply to employers engaged in public service or in other kinds of business in which shifts may be required as hereinbefore stated; but in such cases no employment in excess of the hours authorized under the provisions of this act shall be considered as legalized until a written report of the day and hour of its occurrence and its duration is sent to the state board of labor and industries. [*Acts, 1909, c. 514, §§ 47, 48, as last am. by Acts, 1913, c. 758, and by Gen. Acts, 1915, c. 57.*]

MISCELLANEOUS.

489. Moving of heavy receptacles by female employees. — Boxes, baskets and other receptacles which with their contents weigh seventy-five pounds or over and which are to be moved by female employees in any manufacturing or mechanical establishment, shall be provided with pulleys or casters connected with such boxes or other receptacles so that they can be moved easily from place to place in such establishments. [*Acts, 1913, c. 426, § 1, as am. by Acts, 1914, c. 241, and by Gen. Acts, 1915, c. 27.*]

¹ Refers to children under 18 years of age and women.

495. Medical chests in mercantile establishments where women or minors are employed. — . . . Every person, firm or corporation carrying on a business in a mercantile establishment in which twenty or more women or minors are employed, shall *in the manner aforesaid* [at all times keep and maintain free of expense to the employees] such medical and surgical chest as the state board of labor and industries may require. . . . [Acts, 1909, c. 514, § 104, as am. by Acts, 1914, c. 557, and by Gen. Acts, 1915, c. 216.]

6. WAGES.

GENERAL ACTS.

497. Weekly payment of wages. — Every person, firm or corporation engaged in carrying on a factory, workshop, manufacturing, mechanical or mercantile establishment, mine, quarry, railroad or street railway, or a telephone, telegraph, express or water company, *or in the erection, alteration, repair or removal of any building or structure*, or the construction or repair of any railroad, street railway, road, bridge, sewer, gas, water or electric light works, pipes or lines, shall pay weekly each employee engaged in his or its business the wages earned by him to within six days of the date of said payment, but any employee leaving his or her employment, shall be paid in full on the following regular pay day; and any employee discharged from such employment shall be paid in full on the day of his discharge, or in the city of Boston as soon as the provisions of law requiring pay rolls, bills and accounts to be certified shall have been complied with; and the commonwealth, its officers, boards and commissions shall so pay every mechanic, workman and laborer who is employed by it or them, and every person employed by it or them in any penal or charitable institution, and every county and city shall so pay every employee who is engaged in its business the wages or salary earned by him, unless such mechanic, workman, laborer or employee requests in writing to be paid in a different manner; and every town shall so pay each employee in its business if so required by him; but an employee who is absent from his regular place of labor at a time fixed for payment shall be paid thereafter on demand. . . . [Acts, 1909, c. 514, § 112, as last am. by Acts, 1914, c. 247, and by Gen. Acts, 1915, c. 75.]

499A. Weekly payment of wages, employees may petition for. — A justice or clerk of a police, municipal or district court, or a trial justice may, upon the application of any employee issue a summons to an employer to appear and show cause why a warrant should not issue against him for a violation of Acts, 1909, c. 514, § 112. Upon the return of such summons and after a hearing the justice may issue a warrant upon the complaint of any such employee. [Gen. Acts, 1915, c. 214.]

499B. Employees of trust companies not to receive gifts therefrom. — Other than the usual salary or director's fee paid to any officer, director or employee of a trust company, and other than a reasonable fee paid by a trust company to an . . . employee for services rendered to the company, no . . . employee, or attorney of a trust company shall be a beneficiary of or receive, directly or indirectly, any fee, commission, gift, or other consideration for or in connection with any transaction or business of the trust company. Nothing contained in this section shall be construed as forbidding the receipt of interest on a deposit made by any such . . . employee, or as prohibiting any such . . . employee from borrowing from the trust company in accordance with law. [Gen. Acts, 1915, c. 219, § 1.]

499C. Penalty. — Any person violating any provision of this act shall be punished by a fine not exceeding \$5,000, or by imprisonment for a term not exceeding one year, or by both such fine and imprisonment. [*Gen. Acts, 1915, c. 219, § 2.*]

LIENS FOR LABOR.

517. Lien for labor. — Repealed by Gen. Acts, 1915, c. 292, § 13. Re-enacted in new form as follows:

517A. — A person to whom a debt is due for personal labor performed in the erection, alteration, repair or removal of a building or structure upon land, by virtue of an agreement with, or by consent of, the owner of such building or structure, or of a person having authority from or rightfully acting for such owner in procuring or furnishing such labor, shall, subject to the provisions of this act, *other than in section three* [see paragraph 517C] have a lien upon such building or structure and upon the interest of the owner thereof in the lot of land upon which it is situated, *for not more than eighteen days' work actually performed during the forty days next prior to his filing a statement as provided in section seven.* [See paragraph 522A.] [*Gen. Acts, 1915, c. 292, § 1.*]

517B. Written contracts to be recorded. — A person who enters into a written contract with the owner of land for the whole or any part of the erection, alteration, repair or removal of a building or structure upon land, or for furnishing material therefor, shall have a lien upon said building or structure and upon the interest of the owner in said lot of land as appears of record at the date when notice of said contract is filed or recorded in the registry of deeds for the county or district wherein such land lies, to secure the payment of all labor and material which he shall thereafter furnish by virtue of said contract. Said notice shall be in substantially the following form: —

Notice is hereby given that by virtue of a written contract, dated

191 , between

owner, and

, contractor, said contractor is to furnish labor and material for the erection, alteration, repair or removal of a building on a lot of land described as follows:

Said contract is to be completed on or before 191 .

Contractor.

No written contract for the erection, alteration, repair or removal of a building or structure upon land shall be enforceable unless notice thereof is filed or recorded as above provided before any work is begun or materials are furnished thereunder.

A notice of any extension of such contract, stating the date to which it is extended, shall also be filed or recorded in the registry prior to the date stated in the notice of a contract for the completion thereof.

Such notices, and all other instruments hereinafter required to be filed or recorded in the registry of deeds, affecting registered land shall be filed and registered in the manner prescribed by R. L., c. 128, § 70, and acts in amendment thereof and in addition thereto. Such notices, and all other instruments hereinafter required to be filed or recorded in the registry of deeds, affecting unregistered land shall be indexed in a separate book to be kept for that purpose. [*Gen. Acts, 1915, c. 292, § 2.*]

517C. Notices. — If the notice aforesaid [see paragraph 517B] shall have been

filed or recorded in the registry of deeds, as hereinbefore provided, any person who shall, subsequent to the date of filing or recording notice of said contract, furnish labor or material, or perform labor, under a contract with a contractor or with any sub-contractor of said contractor shall be entitled to enforce a lien on the premises therein described for any labor performed, or labor or material furnished, subsequent to the filing or recording of said notice and prior to the date of the termination of said contract as stated in said notice or notices. The rights of any person who shall perform or furnish labor, or furnish material subsequent to the filing or recording of notice of said contract shall not be affected by the fact that the notice was not filed or recorded prior to the beginning of the work. [*Gen. Acts, 1915, c. 292, § 3.*]

517D. Public buildings exempt. — No lien shall attach to any land, building or structure thereon owned by the commonwealth, or by a county, city, town, water district or fire district. [*Gen. Acts, 1915, c. 292, § 5.*]

517E. Act, when to become operative. — This act shall take effect on January 1, 1916. [*Gen. Acts, 1915, c. 292, § 14.*]

518. Lien for labor upon entire contract. — Repealed by Gen. Acts, 1915, c. 292, § 13.

519. Notice of lien for materials. — Repealed by Gen. Acts, 1915, c. 292, § 13. (But see paragraphs 517B and 517C.)

520. No lien if notice by owner. — Repealed by Gen. Acts, 1915, c. 292, § 13.

521. Lien invalid against prior mortgage. — Repealed by Gen. Acts, 1915, c. 292, § 13. Re-enacted in new form as follows:

521A. — No lien, *except under the provisions of section one*, shall avail as against a mortgage actually existing and duly registered or recorded prior to the filing or recording in the registry of deeds of the notice required by the provisions of this act, and no lien under section one [see paragraph 517A] shall avail as against such a mortgage unless the work or labor performed is in the erection, alteration, repair or removal of a building or structure which erection, alteration, repair or removal was actually begun prior to the recording of the mortgagee. [*Gen. Acts, 1915, c. 292, § 6.*]

522. Lien dissolved unless statement is filed. — Repealed by Gen. Acts, 1915, c. 292, § 13. Re-enacted in new form as follows:

522A. — The lien provided for by section two [see paragraph 517B] and the lien provided for by section three [see paragraph 517C] shall be dissolved unless the contractor, or some person claiming by, through or under him, shall, within thirty days after the date on which the principal contract is to be performed, file in the registry of deeds in the county or district in which the land is situated a statement, signed and sworn to by him, or by some person in his behalf, giving a just and true account of the amount due him, with all just credits, a brief description of the property, and the name of the owner or owners as set forth in the notice of contract. The lien for labor provided for by section one [see paragraph 517A] shall be dissolved unless such certificate is filed within the forty days provided in said section. [*Gen. Acts, 1915, c. 292, § 7.*]

523. Inaccuracy in statement, etc. — Repealed by Gen. Acts, 1915, c. 292, § 13. Re-enacted in new form as follows: *523A.* . . . The validity of the lien shall not be affected by an inaccuracy in the description of the property to which it attaches, if the description is sufficient to identify the property, or by an inaccuracy in stating the amount due for labor or materials unless it is shown that the person filing the statement has wilfully and knowingly claimed more than is due to him. [*Gen. Acts, 1915, c. 292, § 8.*]

524. Duties of register. — Affected by Gen. Acts, 1915, c. 292, § 2. [See paragraph 517B.]

525. Petition to enforce lien. — Repealed by Gen. Acts, 1915, c. 292, § 13. Re-enacted in new form as follows:

525A. — The lien shall be dissolved unless a *bill in equity* to enforce it is filed within sixty days after the filing of the statement required by section seven. . . . [See paragraph 522A.] [Gen. Acts, 1915, c. 292, § 8.]

526. Jurisdiction. — Repealed by Gen. Acts, 1915, c. 292, § 13. Re-enacted in new form as follows:

526A. — *All proceedings to enforce a lien upon land for the erection, alteration, repair or removal of a building or other structure, shall be begun by bill in equity filed in the superior court for the county in which the land lies.* . . . [Gen. Acts, 1915, c. 292, § 4.]

527. Who may join. — Repealed by Gen. Acts, 1915, c. 292, § 13. Re-enacted in new form as follows:

527A. . . . The petitioner shall bring his bill in his own behalf and in behalf of all other persons in interest who shall become parties. . . . [Gen. Acts, 1915, c. 292, § 4.]

528. Summons, return day, etc. — Repealed by Gen. Acts, 1915, c. 292, § 13. Re-enacted in new form as follows:

528A. . . . *The subpoena shall be returnable not more than sixty days subsequent to the entry of the bill and shall contain a brief description of the property, sufficient to identify it, and a statement of the amount alleged to be due. An attested copy thereof shall be filed in the registry of deeds and recorded as provided in R. L., c. 197, § 8.* . . . [Gen. Acts, 1915, c. 292, § 4.]

529A. Fees for service of civil process. — . . . *The fees of the officer shall be fifty cents for each person upon whom service is made, and for filing at the registry, and thirty cents for each copy, with fees for travel as in the service of other civil process.* . . . [See also paragraph 530A.] [Gen. Acts, 1915, c. 292, § 4.]

530. Further notice. — Repealed by Gen. Acts, 1915, c. 292, § 13. Re-enacted in new form as follows: 530A. . . . All other parties in interest may appear and have their rights determined in such bill, and at any time before a final decree, upon the suggestion of any party in interest that any other person is or may be interested in the suit, or of its own motion, the court may issue a subpoena to such person, or a precept directing him to appear in said cause on or before a day certain or be forever barred from any rights thereunder. The fees of the officer for service of any such additional process shall be as above provided. The court may in its discretion provide for notice to absent parties in interest. The terms "party in interest" and "person in interest", as used in this act, shall include mortgagees and attaching creditors. [Gen. Acts, 1915, c. 292, § 4.]

531. Other creditors may intervene; amendments. — Repealed by Gen. Acts, 1915, c. 292, § 13. [But see paragraph 530A.]

542. Attachment prior to filing of statement. — Repealed by Gen. Acts, 1915, c. 292, § 13. Re-enacted in new form as follows:

542A. The rights of an attaching creditor shall not prevail as against the lien for personal labor provided for in section one [see paragraph 517A], nor against the claim of a lienor where notice or notices of contract have been filed or recorded in the registry of deeds as provided in section two. [See paragraph 517B.] [Gen. Acts, 1915, c. 292, § 10.]

543. Attachment after filing. — Repealed by Gen. Acts, 1915, c. 292, § 13. [But see paragraph 542A.]

544. Attaching creditors and claimants of liens, how paid, as between themselves. — Repealed by Gen. Acts, 1915, c. 292, § 13.

545. Dissolution by owner. — Repealed by Gen. Acts, 1915, c. 292, § 13. Re-enacted in new form as follows :

545A. In a bill in equity under the provisions of section four [see paragraph 526], the court may, in its discretion, accept a bond, with sufficient surety or sureties, to dissolve the lien of any creditor or all liens, as to the whole or any part of the property, or any interest therein. Such bond shall be filed by the obligor in the registry of deeds within ten days after its approval, and shall not dissolve the lien unless so filed. It shall be recorded, and may then be taken from the registry by the obligee. [*Gen. Acts, 1915, c. 292, § 11.*]

545B. Bond with sureties may be given. Any person in interest may cause to be recorded in the registry of deeds in the district in which the land lies, a bond having as surety therein a corporation organized to do a surety business in this commonwealth, or individual sureties as hereafter provided, in which bond the register of deeds for the district and his successor or successors in office shall be obligee, in such penal sum as shall be fixed by the building commissioner or other officer performing like duties under any statute, ordinance or by-law of a city or town in which the land in question lies, or, in case there is no such officer, then by a justice or clerk of a court having jurisdiction in the locality where the land lies. The bond shall describe the land in such detail as is required in a common conveyance of land, and shall be in form substantially as follows: —

Know all Men by these Presents.

That we
of _____ in the County of _____
and Commonwealth of Massachusetts, as principal, and
in the Commonwealth, as surety or sureties, are holden and stand firmly bound and obliged unto
Register of Deeds for the _____
County of _____ in the full and just sum of _____
Dollars to be paid unto said Register and his successors in said office, to which payment, well and truly to be made, we bind ourselves, our heirs, executors, administrators, successors and assigns, jointly and severally, firmly by these presents.

Sealed with our seals and dated the _____ day
of _____ in the year of our Lord one thousand nine
hundred and _____

The condition of this obligation is such,

That whereas said

is interested in the erection, alteration, repair or removal of a building on a certain lot of land situated within the

Registry District in the Commonwealth, bounded and described as follows

and desires under the provisions of chapter one hundred and ninety-seven of the Revised Laws and acts in amendment thereof and in addition thereto to free said land from claims for personal labor in accordance with the provisions of said statute and amendments thereto;

Now, therefore, if the above bounden

shall pay or cause to be paid for any and all personal labor performed in the erection, alteration, repair or removal of said building on said land, under the contract stated in the certificate on the back hereof, irrespective of any agreement made between him and the owner or any other

persons now interested or who may hereafter be interested therein, then the above written obligation shall be null and void; otherwise to remain in full force and virtue.

Signed, sealed and delivered in presence of

(Seal)

(Seal)

(Seal)

(CERTIFICATE ON BACK OF BOND.)

I,	Date	191 .
certify that the proposed work on the lot of land described in said bond is the erection — alteration — repair — removal of a building, that a fair estimate of the cost of the labor on said building will not exceed	principal in the within bond, hereby	
a contract made	Dollars. The work is to be done under	
of	191 , the parties thereto being	
	and	of
	. Said work is to be completed on or before	
	(Signed.)	

If individual sureties are given on said bond, the sureties shall be not less than three in number, each of whom shall have owned real estate for at least one year next prior to the date of the bond, of a value not less than the penal sum of the bond, and said bond shall not be recorded unless the bond and sureties shall have been approved by a justice or clerk of a court having jurisdiction in the locality where the land lies, after an examination under oath, of all the sureties by said justice or clerk.

After the recording of said bond no lien shall thereafter attach for personal labor performed under the contract in respect to which the bond is given.

The register of deeds may refuse to record the said bond if it be defective in form or substance, but no party to any such bond shall be discharged by any defect therein as against any party who has in good faith allowed his lien to be dissolved by lapse of time, in reliance on the bond. The bond may be enforced by a bill in equity in the superior court brought by any party in interest. The petitioner shall bring his bill in his own behalf and in behalf of all other persons in interest who shall become parties. A copy of the subpoena shall be filed and recorded in the registry of deeds, and the fees of the officer shall be as provided in section four. [See paragraphs 529A and 530A.] [*Gen. Acts, 1915, c. 292, § 9.*]

546. Certificate. — Repealed by Gen. Acts, 1915, c. 292, § 13. Re-enacted in new form as follows:

546A. If it appears to the court that no person is entitled to a lien, or that every lien has been discharged by payment of the lien, the court shall forthwith cause a decree to be entered to the effect that the lien is dissolved, and a certificate to that effect shall be sent forthwith by the clerk to the register of deeds. Such certificate shall be filed and recorded in the manner provided in R. L., c. 197, § 8. [*Gen. Acts, 1915, c. 292, § 12.*]

549. Dissolution by creditor. — Repealed by Gen. Acts, 1915, c. 292, § 13.

550. Dissolution by payment. — Repealed by Gen. Acts, 1915, c. 292, § 13.

550A. Certain acts repealed, etc. — R. L., c. 197, §§ 1, 2, 3, 4, 5, 6, 7, 9, 10, 11, 12, 13, 14, 25, 26, 27, 28, 29, 30 and 31 are hereby repealed. All other provisions of said chapter shall apply to proceedings under this act. [*Gen. Acts, 1915, c. 292, § 13.*]

MINIMUM WAGES.

571A. Posting of information in places of employment. — The minimum wage commission may require employers to post in conspicuous positions in their places of employment such notices as the said commission may issue for the information of employees. [*Gen. Acts, 1915, c. 65.*]

7. WORKMEN'S COMPENSATION AND EMPLOYERS' LIABILITY.

EMPLOYERS' LIABILITY.

577. When death from such accident is not instantaneous. — If the injury described in the preceding section [see Acts, 1909, c. 514, § 127], *or an injury caused by the negligence of the employer himself*, results in the death of the employee, and such death is not instantaneous or is preceded by conscious suffering, and if there is any person who would have been entitled to bring an action under the provisions of the following section [see Acts, 1909, c. 514, § 129], the legal representatives of said employee may, in the action brought under the provisions of the preceding section [see Acts, 1909, c. 514, § 127], recover damages for the death in addition to those for the injury; and in the same action under a separate count at common law, may recover damages for conscious suffering resulting from the same injury. [*Acts, 1909, c. 514, § 128, as am. by Gen. Acts, 1915, c. 179.*]

WORKMEN'S COMPENSATION.

590A. Compensation to young workmen who receive injuries. — Whenever an employee is injured under circumstances that would entitle him to compensation under the provisions of Acts, 1911, c. 751, and acts in amendment thereof and in addition thereto, if it be established that the injured employee was of such age and experience when injured that, under natural conditions, his wages would be expected to increase, that fact may be taken into consideration in determining his weekly wages. [*Gen. Acts, 1915, c. 236.*]

615A. Claim for review. — An order or decision of the industrial accident board, a decree of the superior court upon such an order, a decision of an arbitration committee from which no claim for review has been filed within the time allowed therefor, or a memorandum of agreement approved by the industrial accident board, shall have effect, notwithstanding an appeal, until it is otherwise ordered by a justice of the supreme judicial court who may, in any county, suspend or modify such decree, order or decision, during the pendency of the appeal. [*Gen. Acts, 1915, c. 132.*]

MASSACHUSETTS EMPLOYEES INSURANCE ASSOCIATION.

638. Association created. — The Massachusetts Employees Insurance Association is hereby created a body corporate with the powers provided in this act and with all the general corporate powers incident thereto. *The said association may also transact within the commonwealth any kind of liability insurance which mutual companies are allowed by law to transact, and shall be governed by the laws now or hereafter in force relating to the transaction of such business by mutual companies, so far as the same are*

not in conflict with the provisions of this act. [Acts, 1911, c. 751, Pt. IV, § 1, as am. by Sp. Acts, 1915, c. 314.]

647A. Issue of policies. *Policies to cover certain liabilities separately.* — Every policy of workmen's compensation insurance issued or delivered in this commonwealth shall cover separately and for a separate consideration all the liabilities which are imposed upon an insurer by the provisions of Acts, 1911, c. 751, and amendments thereof, whatever other contingencies may be insured by riders attached thereto or endorsements made thereon. On the face of every such policy there shall be printed conspicuously the words: "Insurance under this policy is in Class _____ of the company's Workmen's Compensation Classification Manual", and in the blank thus provided the number or other designation in said manual under which the said policy is written shall be placed before the policy is issued. [*Gen. Acts, 1915, c. 287, § 1.*]

647B. Copies of policies to be filed. — No such policy of insurance or rider to be used therewith shall be issued or delivered until a copy thereof has been filed with the insurance commissioner at least thirty days prior to such issue or delivery, unless before the expiration of the thirty days the said commissioner shall have approved the form of the policy in writing; nor if the insurance commissioner notifies the company in writing that in his opinion the form of said policy or rider does not comply with the laws of this commonwealth, specifying the reasons for his opinion: *provided*, that upon petition of the company the opinion of the insurance commissioner shall be subject to review by the supreme judicial court of this commonwealth. [*Gen. Acts, 1915, c. 287, § 2.*]

663. Certain provisions of law to apply. — Repealed by Sp. Acts, 1915, c. 314, § 2.

OTHER INSURANCE AGAINST INDUSTRIAL INJURIES.¹

675. Issuing of policies covering accidental bodily injury or disease. — Affected by Gen. Acts, 1915, c. 287. [See paragraph 647A.]

675A. Issuing of policies by mutual liability companies. — No policy shall be issued by a corporation formed as aforesaid until there has been secured by it

(1) Applications for insurance the premiums for which shall be not less than fifty thousand dollars, or

(2) Applications by not less than one hundred employers having not less than ten thousand employees, or

(3) Applications by not less than fifty employers having not less than five thousand employees, each of such employers having become obligated by the by-laws of the corporation for an amount not less than five times his cash premium, which may be called for as the necessities of the corporation to pay its losses and expenses may, in the judgment of its directors, require, or

(4) Applications by not less than fifty employers having not less than five thousand employees, accompanied by a bond for one hundred thousand dollars running to the commonwealth made by a surety company authorized to transact business therein and conditioned to assume and discharge all the obligations of the statutes applicable thereto upon the failure of the said corporation to perform and discharge the same.

(5) Applications by not less than fifty employers having not less than five thousand employees, accompanied by a fund of fifty thousand dollars to be deposited

¹ See also paragraphs 1411, 1412, and 1413, on pages 66 and 67.

with a trustee for the purpose of settling due and unpaid obligations of the corporation which fund, if drawn upon, shall be reimbursed by the employers in proportion to their several premiums; nor, whichever of the five options above stated has been selected, until such corporation has made arrangements for its protection from extraordinary losses caused by disaster. Such protection may be afforded to a corporation as aforesaid, or to any existing mutual liability insurance company or association, by a company not authorized to transact an insurance business in Massachusetts in cases where reinsurance in authorized companies cannot be secured at reasonable rates or for any other reason satisfactory to the insurance commissioner, but any such arrangement for reinsurance must first be approved in writing by the insurance commissioner; nor shall any such policy be issued until a list of the subscribers for such insurance, with such other information as the insurance commissioner may require, shall have been filed in his department, nor until the president and secretary of the company shall have certified under oath that every subscription for insurance in the list so filed is genuine and made with an agreement with every subscriber that he will take the insurance subscribed for by him within thirty days after the granting by the insurance commissioner of a license to issue policies. If the said officers shall take a false oath relative to the said certificate, they shall be guilty of perjury. Upon the filing of such applications with the insurance commissioner, he may make such investigation as he deems proper and, if his findings warrant it, he may grant a license to such company to issue policies.

No such corporation which has at any time upon its books less insurance than the minimum amount required for one of the above options which it has selected as a basis for beginning business, shall make any further insurance until it has secured applications for policies which will restore the original condition in respect to the number and amount of applications, said applications to be subject to the same provisions of this section as apply to the subscriptions for a new insurance company, nor shall it make any further insurance if the security required by paragraphs (4) and (5) of this section becomes impaired until such impairment is made good.

The liability of any policy holder to pay his proportional part of any assessments which may be laid by the company, in accordance with law and his contract, on account of losses and expenses incurred while he was a member, shall continue so long as there are outstanding any obligations incurred while he was such member. [*Acts, 1911, c. 251, § 3, as am. by Gen. Acts, 1915, c. 181.*]

679A. Prompt payments of benefits by certain foreign insurance companies secured. — Every foreign insurance company transacting the business of workmen's compensation insurance in this commonwealth shall within five days after its withdrawal from the transaction of business herein, or after the revocation of its license issued by the insurance commissioner or of his refusal to renew the same, deposit with a trustee to be named by the industrial accident board, an amount equal to twenty-five per cent of its obligations, incurred or to be incurred, under workmen's compensation policies issued to employers in this commonwealth, and within thirty days after such withdrawal, revocation of license or refusal to renew a license, such company shall deposit with said trustee an amount equal to the remainder of such obligations, incurred or to be incurred, the amount of which obligations shall be determined by the industrial accident board. The amounts so deposited shall be available for the payment of the said obligations of the company to the same extent as if the company had continued to transact business in this commonwealth, and it shall

be the duty of the trustee so receiving said deposits to pay such obligations of the retiring company at the times and in a manner satisfactory to the industrial accident board. [*Gen. Acts, 1915, c. 183, § 1.*]

679B. Bond to be furnished by such companies. — Every such foreign insurance company shall, within sixty days after the passage of this act, furnish a bond running to the commonwealth, with some surety company authorized to transact business in this commonwealth as surety, for such amount and in such form and with such surety as may be approved by the insurance commissioner, the bond being conditioned upon the making by said company of the deposits required by section one of this act. In place of the said bond the company may furnish other security, satisfactory to the insurance commissioner, that said deposits will so be made. [*Gen. Acts, 1915, c. 183, § 2.*]

PUBLIC EMPLOYEES, COMPENSATION FOR INJURIES TO.

683A. Responsibility for the payment of compensation by the commonwealth, counties, cities, etc., fixed. — Every board, commission and department of the commonwealth employing laborers, workmen and mechanics, the Boston transit commission, and every county, city, town and district which has accepted the provisions of Acts, 1913, c. 807 shall, through its executive officer or board, designate a person to act as its agent in furnishing the benefits due under Acts, 1911, c. 751, and acts in amendment thereof and in addition thereto. Such agent shall be held responsible for the proper carrying out of this act under the direction and supervision of the industrial accident board until his agency is revoked and a new agent designated. The name and address of every such agent shall be filed with the industrial accident board immediately upon his designation; and each of the foregoing boards, commissions, departments, counties, cities, towns and districts shall designate such an agent within thirty days after this act takes effect.

This act shall not apply to counties, cities, towns and districts which are insured under the provisions of Acts, 1911, c. 751, and acts in amendment thereof.

This act shall take effect on June 1, 1915. [*Gen. Acts, 1915, c. 244, §§ 1, 2 and 3.*]

694. Compensation for injuries to laborers, workmen and mechanics employed by Boston transit commission. — Laborers, *workmen and mechanics* employed by the Boston transit commission shall be deemed to be in the service of the city of Boston within the provisions of Acts, 1913, c. 807, and shall be entitled to the compensation provided for by that act. Such compensation shall be paid out of the proceeds of the rapid transit loans and shall be included in the net cost of the tunnel or subway in the construction of which such laborers, *workmen and mechanics* receive personal injuries arising out of and in the course of their employment. [*Acts, 1914, c. 636, as am. by Sp. Acts, 1915, c. 270.*]

8. PENSION AND RETIREMENT SYSTEMS.

EMPLOYEES OF THE COMMONWEALTH.

696. Definitions of words and phrases. — In this act, unless the context otherwise requires: —

(a) The words "retirement system" mean the arrangements provided in this act for the payment of pensions.

(b) The word "annuities" means the payments for life derived from money contributed by the employees.

(c) The word "employees" means permanent and regular employees in the direct service of the commonwealth or in the metropolitan district service, whose only or principal employment is in such service.

(d) The word "pensions" means the payments for life derived from money contributed by the commonwealth.

(e) The words "regular interest" mean interest at three per cent per annum compounded semi-annually on the last days of December and June, and reckoned for full three and six months' periods only.

(f) The words "continuous service" mean uninterrupted employment, with these exceptions: a lay-off on account of illness or reduction of force, and a leave of absence, suspension or dismissal followed by reinstatement within two years. As to appointees of the sergeant-at-arms the interval between sessions of the general court shall not be considered as breaking the continuity of service, and engineers and inspectors in the intermittent service of the commonwealth shall not lose the benefit of continuity of service in the intervals between employments, and, for the purpose of computation, cumulative credit shall be given them for all periods of employment in the service of the commonwealth, as shown by the records of the civil service commission.

In the case of employees of any department or institution formerly administered by a city, county or corporation and later taken over by the commonwealth, service rendered prior to such transfer shall be counted as a part of the continuous service for the purposes of this act. *In the case of employees who before entering the service of the commonwealth had been regularly employed as teachers in public schools, as defined by paragraphs (4) and (5) of Acts, 1913, c. 832, § 1, all periods of such employment rendered prior to July 1, 1914, shall be counted as a part of the continuous service for the purposes of this act: provided, however, that this clause shall not apply to employees entering the service of the commonwealth after July 1, 1914, who are not members of the teachers' retirement association established by said chapter 832. [Acts, 1911, c. 532, § 1, as last am. by Acts, 1914, c. 568, and by Gen. Acts, 1915, c. 198, § 1.]*

CREATION OF THE RETIREMENT FUND.¹

701. Retirement funds. — The funds of the retirement system shall be raised as follows: —

(1) *Expense and Contingent Fund.*

The general court shall appropriate annually such an amount as may be necessary to defray the whole expense of administration, according to estimates prepared by the treasurer.

(2) *Annuity and Pension Fund.*

A. Deposits by Members. — Each member shall deposit in this fund from his salary or wages, as often as the same are payable, not less than one per cent and not more than five per cent of the amount of his wages or salary, as determined by the board of retirement under the provisions of section four (5): *provided, however, that employees who receive more than thirty dollars weekly in salary or wages shall not be assessed for contribution to this fund on the excess above that amount.*

¹ See *Handbook of Labor Laws* (issued by this Bureau as *Labor Bulletin No. 104*), pages 137 to 144.

B. Contributions of the Commonwealth. — (a) Each month the commonwealth shall contribute such amount as the board of retirement may determine to be necessary to pay current pensions for subsequent service, under section six (2) *C* (a).

(b) Each year, in January, the commonwealth shall contribute an amount equal to the surplus arising from annuity deposits. In case there should be a deficiency arising from such annuity deposits, instead of a surplus, then the commonwealth shall make good the deficiency.

(c) Each month the commonwealth shall contribute such amount as the board of retirement may determine to be necessary to pay current pensions for prior service under section six (2) *C* (b).

(d) Each month the commonwealth shall contribute such amount as the board of retirement may determine to be necessary to ensure the minimum payments provided for in section six, *E*.

Members of the teachers' retirement association, established by Acts, 1913, c. 832, who enter the service of the commonwealth shall have the full amount of their contributions, with interest thereon as determined by the teachers' retirement board, transferred by the treasurer of the commonwealth to the retirement fund established by Acts, 1911, c. 532, as amended, and these amounts shall thereby become a part of their deposits.

(3) *Provisions for Payments.*

All amounts payable by members of the association under paragraph (2) *A* of this section shall be deducted by the commonwealth from the amounts payable to them as salary or wages, as often as the same are payable, and shall immediately be credited to the retirement fund by the state treasurer. [*Acts, 1911, c. 532, § 5, as am. by Gen. Acts, 1915, c. 198, § 2.*]

DISTRIBUTION OF FUNDS.

702. Administering the funds. — The state treasurer shall administer the funds of the pension system in accordance with the following plan: —

(2) *Annuity and Pension Funds.*

A. Refunds. — (a) Should a member of the association cease to be an employee of the commonwealth for any cause other than death, or to enter the service of the public schools as defined by Acts, 1913, c. 832, § 1, ¶ 5, before becoming entitled to a pension, there shall be refunded to him all the money paid in by him under section five, (2) *A*, with such interest as shall have been earned thereon. [*Acts, 1911, c. 532, § 6, as last am. by Acts, 1914, c. 582, and by Gen. Acts, 1915, c. 197, § 3.*]

RETIREMENT SYSTEM FOR PUBLIC SCHOOL TEACHERS.¹

CREATION OF FUNDS.

SECTION 5. The funds of the retirement system shall consist of an expense fund, an annuity fund and a pension fund. . . .

(4) *Members of the retirement association, established by Acts 1911, c. 532, as amended, who enter the service of the public schools shall have the full amount of their contributions, together with such interest as shall have been earned thereon, transferred*

¹ See Acts, 1913, c. 832.

by the treasurer of the commonwealth to the annuity fund established by paragraph (2) of this section, and these amounts shall thereby become a part of their assessments. [Acts, 1913, c. 832, § 5, as am. by Gen. Acts, 1915, c. 197, § 1.]

PAYMENT OF RETIREMENT ALLOWANCES.

SECTION 6. . . . (7) *In determining the retiring allowance of a member of the teachers' retirement association who prior to June 1, 1912, had been regularly employed by the commonwealth, credit shall be given in the manner provided for by paragraph (5) of this section [of chap. 832], for all such periods of employment rendered prior to June 1, 1912: provided, however, that this paragraph shall not apply to any person becoming a member of the teachers' retirement association, after July 1, 1915, who, at the time of entering the service of the public schools, was not a member of the retirement association established by Acts, 1911, c. 532. [Acts, 1913, c. 832, § 6, as am. by Gen. Acts, 1915, c. 197, § 2.]*

WITHDRAWAL AND REINSTATEMENT.

SECTION 7. (1) Any member of the retirement association withdrawing from service in the public schools, *except for the purpose of entering the service of the commonwealth*, before becoming eligible to retirement shall be entitled to receive from the annuity fund all amounts contributed as assessments, together with regular interest thereon, in the manner hereinafter provided. [Acts, 1913, c. 832, § 7, as am. by Gen. Acts, 1915, c. 198, § 3.]

FORMER SYSTEM OF PENSIONS FOR TEACHERS IN THE STATE.

2. *Boston Teachers' Pensions (Acts of 1908, Chapter 589 and amendments).*

Amendment to section 4. In addition to the amount which the school committee is now authorized by law to appropriate for the support of the public schools of the city, and for other purposes, it shall annually appropriate for the purpose of paying pensions at the rates already established by Acts, 1908, c. 589, § 7, as amended by Acts, 1910, c. 617, § 3, and in the same manner in which it makes appropriations for other school purposes, the sum of *seven* cents upon each one thousand dollars of the valuation on which the appropriations of the city council of the city are based, and shall from time to time pay to the treasurer of the permanent pension fund such portions of the proceeds of said *seven* cents upon each one thousand dollars of the valuation aforesaid as, in the opinion of the school committee, will not be needed for the purpose of paying pensions to teachers during that year. Accrued interest not expended during any year shall be available for the payment of pensions during any subsequent year.

Amendment to section 6. The total amount of pensions payable hereunder in any one year shall not exceed the proceeds of the said *seven* cents upon each one thousand dollars of the valuation aforesaid, together with the accrued interest of the permanent fund. In case the amount available in any one year under this act is not sufficient to pay the pensions that have been granted, the amount so available shall be divided pro rata among those to whom pensions have been or may be granted on the basis of the amount of the pension each is then receiving: *provided*, that in no case, nor in any year, shall the pension of any person retired after thirty years of service be

less than three hundred and twelve dollars. [*Acts, 1908, c. 589, §§ 4 and 6, as last am. by Sp. Acts, 1915, c. 304, § 1.*]

Limit of the amount of taxes increased. — For the purposes of this act the limit of the amount of taxes on property in the city of Boston is increased two cents on each one thousand dollars of the valuation upon which the appropriations by the city council of the city are based. [*Sp. Acts, 1915, c. 304, § 2.*]

COUNTIES.

For complete text of the act authorizing the counties of the commonwealth to establish retirement systems for their employees, see Acts, 1911, c. 634, and amendments thereto. Amendments to the Act in 1915 follow:

“Continuous service” defined. (f) The words “continuous service” mean uninterrupted employment, with these exceptions: a lay-off on account of illness or reduction of force; and a leave of absence, suspension or dismissal followed by reinstatement within one year.

In the case of employees of the county who are now paid wholly by it, but who at any prior period were employees of the county within the meaning of paragraph (c) of this section and did not receive the whole or any part of their compensation from said county, and in the case of employees of any department or institution formerly administered by the commonwealth, or formerly administered in part by the commonwealth and in part by the county and later taken over by the county, service rendered prior to such transfer shall be counted as a part of the continuous service for the purposes of this act. [*Acts, 1911, c. 634, § 1, paragraph (f), as am. by Acts, 1913, c. 817, § 1, and by Gen. Acts, 1915, c. 234, § 1.*]

714. Employees who may be retired. — . . . (b) Pensions based upon prior service. Any member of the association who reaches the age of sixty years, having been in the continuous service of the county for fifteen years or more immediately preceding, and then or thereafter retires or is retired, and any member who completes thirty-five years of continuous service and then or thereafter retires or is retired, shall receive in addition to the annuity and pension provided for by paragraphs (2) *B* and *C* (a) of this section [section 6] an extra pension for life as large as the amount of the annuity and pension to which he might have acquired a claim if the retirement system had been in operation at the time when he entered the service of the county, and if accordingly he had paid regular contributions from that date to the date of the establishment of the retirement association at the same rate as that first adopted by the board of retirement, and if such deductions had been accumulated with regular interest. [*Acts, 1911, c. 634, § 6, as am. by Acts, 1913, c. 817, § 3, and by Gen. Acts, 1915, c. 234, § 2.*]

CITIES AND TOWNS.

For complete text of the act authorizing cities or towns to establish a retirement system for their employees, see Acts, 1910, c. 619, and amendments thereto.

727. Pensioning laborers in cities and towns. — Any laborer in the employ of a city¹ or town which accepts this act, who has reached the age of sixty years and has been in such employ for a period of not less than twenty-five years and has be-

¹ Except the city of Boston (see Acts, 1912, c. 503, § 4).

come physically or mentally incapacitated for labor, and any laborer in the employ of such city or town who has been in such employ for a period of not less than fifteen years and has become physically or mentally incapacitated for labor by reason of any injury received in the performance of his duties for such city or town may, at his request, and in cities, with the approval of the mayor, or in towns, with the approval of the selectmen, be retired from service, and if so retired he shall receive from the city or town for the remainder of his life, an annual pension equal to one half of the average annual compensation paid to him as a laborer during the two years next prior to his retirement. Any laborer in the employ of such a city or town who has reached the age of sixty-five years and has been in such employ for a period of not less than twenty-five years *including the time when incapacitated by reason of sickness, not exceeding two years in the aggregate, which is certified by a physician in regular standing*, shall be retired from service and shall receive from the city or town an annual pension computed in the manner hereinbefore set forth. [Acts, 1912, c. 503, § 1, as am. by Gen. Acts, 1915, c. 47.]

733. Retirement fund for laborers employed by the city of Boston. —

Any laborer employed by the city of Boston who has reached the age of sixty years and who has been in the service of the city for a period of not less than twenty-five years, and who is physically incapacitated, shall, at his request and with the approval of the retirement board above provided for, be retired from service, and shall receive for the remainder of his life an annual pension equal to one half of the compensation to which he would have been entitled for full employment during the last year of his service for the city; but in no case shall such pension exceed in amount the sum of three hundred and sixty dollars per year. It shall be the duty of the said board so to retire any laborer in the service of the city who has reached the age of seventy years and has served the city for a period of not less than twenty-five years: *provided, however*, that said retirement board may, upon the request of the mayor and city council, retire any laborer employed by said city *who has been in the service of the city continuously for a period of not less than fifteen years* and who, owing to injury, physical incompetency, old age or infirmity, may be incapacitated from further performance or discharge of his duty or labor. This act shall take effect upon its acceptance¹ by the mayor and city council of Boston. [Acts, 1911, c. 413, § 2, as last am. by Acts, 1914, c. 765, §§ 1, 2, and by Sp. Acts, 1915, c. 63, § 1.]

VETERANS.

Retirement act for veterans in the employ of the commonwealth amended.

— A veteran of the civil war in the service of the commonwealth, if incapacitated for active duty, shall be retired from active service, with the consent of the governor, at one half the rate of compensation paid to him when in active service, to be paid out of the treasury of the commonwealth: *provided*, that no veteran shall be entitled to be retired under the provisions of this act unless he shall have been in the service of the commonwealth at least ten years. But if, in the opinion of the governor and council, any veteran of the civil war, *after five years*, in said service is incapacitated to such a degree as to render his retirement necessary for the good of the service, he may so be retired. A veteran retired under the provisions of this act, whose term of service was for a fixed number of years, shall be entitled to the benefits of the act without reappointment. [Acts, 1907, c. 458, § 1, as am. by Gen. Acts, 1915, c. 95.]

¹ This act was accepted on October 30, 1913.

9. SAVINGS BANK INSURANCE.

756. Amount of policy limited. — No savings and insurance bank shall write any policy binding it to pay more than *one thousand* dollars, exclusive of dividends or profits, upon the death of any one person, nor any annuity contract binding it to pay in any one year more than two hundred dollars, exclusive of dividends or profits. [Acts, 1907, c. 561, § 10, as am. by Gen. Acts, 1915, c. 32.]

783A. Expenditure for giving publicity to the advantages of savings bank insurance. — The sum of twenty-five hundred dollars may be allowed and paid out of the treasury of the commonwealth from the ordinary revenue, to be expended under the direction of the trustees of the General Insurance Guaranty Fund, for the purpose of making known to those in need of industrial insurance the advantages offered by the life insurance departments of savings banks; the said sum to be in addition to any sums appropriated for salaries, office rent, and other necessary expenses during the current year. [Gen. Acts, 1915, c. 168.]

10. CO-OPERATIVE ASSOCIATIONS.

(For the statutes governing co-operative banks see compilation issued by the bank commissioner.)

CO-OPERATIVE SOCIETIES.

786. Capital stock. — The capital stock of such a *co-operative* corporation shall not be less than *one hundred dollars*, nor more than *one hundred thousand dollars*. No stockholder shall own shares of a greater par value than *one tenth of the total par value of the capital stock*, nor shall any member be entitled to more than one vote on any subject arising in the management of the corporation. [Acts, 1913, c. 447, § 3, as am. by Gen. Acts, 1915, c. 118, § 1.]

789. Distribution of earnings. — 1. From the balance of the net earnings of the corporation the directors may appropriate a sum not exceeding five per cent of the annual net earnings to be used in teaching co-operation.

2. The directors shall distribute the remainder of such earnings or any part thereof by a uniform dividend upon the amount of purchases or sales of shareholders, through the corporation, and, if the directors so vote, upon the amount of wages which have been earned and paid to employees except that in the case of a purchaser who is not a shareholder, but who desired to become a shareholder, a dividend of one half the uniform dividend may be declared upon such non-shareholders' purchases or sales and credited to him on account of the purchase of stock for which he may subscribe. In productive corporations, including creameries, canneries, storages, factories and the like, dividends shall be calculated on raw material delivered to the corporation instead of on goods purchased. If the corporation be both a purchasing and a selling, or a productive concern, the dividends may be on both raw material and on goods purchased. The profits or net earnings of such corporation shall be distributed to those entitled thereto at such times as the by-laws prescribe, which shall be as often as once in twelve months. [Acts, 1913, c. 447, § 6, as am. by Gen. Acts, 1915, c. 118, § 3.]

790A. Use of the word "co-operative" restricted. — No person, partnership, association or corporation, organized or doing business for profit, except corporations formed under the provisions of this act, or co-operative banks organized under R. L.,

c. 114, shall hereafter transact business under any name or title, which contains the word "co-operative". The provisions of Acts, 1908, c. 590, § 17, shall apply to violations of this [paragraph], and as prescribed therein, proceedings shall be brought against any person, partnership, association or corporation which violates the provisions of this [paragraph]. Any person, partnership, association or corporation not organized under the provisions of this act, transacting business under a name or title which contains the word "co-operative", shall alter the said name or title to comply with the provisions of this act within ninety days after its passage. . . . [Acts, 1913, c. 447, as am. by Gen. Acts, 1915, c. 118, § 2.]

790B. Fees for filing articles of incorporation. — . . . *The fee for filing and recording the articles of organization required by Acts, 1913, c. 447, including the issuing by the secretary of the commonwealth of the certificate of incorporation, shall be one twentieth of one per cent of the total amount of the authorized capital stock as fixed by the articles of organization, but not in any case less than five dollars. [Gen. Acts, 1915, c. 118, § 2.]*

CREDIT UNIONS.

792. Defining term "credit union." — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows:

792A. A corporation organized under this act shall include in the corporate name the two words "credit union", to which may be added the word "bank." Other distinguishing words may be used. The words "credit union", whenever hereinafter used, shall apply to a corporation heretofore organized under the provisions of Acts, 1909, c. 419, or hereafter organized under the provisions of this act. [Gen. Acts, 1915, c. 268, § 1.]

793. Credit unions may loan savings of its members. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows: —

793A. A credit union may receive the savings of its members in payment for shares or on deposit; may lend to its members at reasonable rates, or invest, as hereinafter provided, the funds so accumulated; and may undertake such other activities relating to the purpose of the association, as its by-laws may authorize, any provisions in R. L., c. 114, § 1, notwithstanding. [Gen. Acts, 1915, c. 268, § 5.]

794. Organization of credit unions. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows:

794A. Seven or more persons, resident in this commonwealth, who have associated themselves by an agreement in writing with the intention of forming a corporation for the purpose of accumulating and investing the savings of its members and making loans to members for provident purposes, may, with the consent of the board of bank incorporation, become a corporation upon complying with all of the provisions of section three [see paragraph 796A] of this act. The board of bank incorporation is hereby authorized to grant such consent when it is satisfied that the proposed field of operation is favorable to the success of such corporation, and that the standing of the proposed incorporators is such as to give assurance that its affairs will be administered in accordance with the spirit of this act. [Gen. Acts, 1915, c. 268, § 2.]

795. Use of words "credit" and "union" restricted. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows:

795A. No person, partnership or association, and no corporation, except such as have heretofore been incorporated under the provisions of Acts, 1909, c. 419, and such as

shall hereafter be incorporated under the provisions of this act, shall hereafter transact business under any name or title which contains the two words "credit union". The proceedings authorized and the penalties imposed under the provisions of Acts, 1908, c. 590, § 17, and all acts in amendment thereof or in addition thereto, so far as applicable, shall apply in all cases of violation of the provisions of this [paragraph]. [Gen. Acts, 1915, c. 268, § 4.]

796. Subject to supervision of bank commissioner. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows:

796A. Credit unions shall be organized under the provisions, so far as applicable, of Acts, 1904, c. 374, §§ 2 to 6 inclusive, as amended by Acts, 1906, c. 204, § 4, and any other amendments thereof, except that the fee for filing and recording the articles of organization, including the issuing by the secretary of the commonwealth of the certificate of incorporation, shall be five dollars.

The provisions relating to supervision by the bank commissioner, so far as applicable, of Acts, 1908, c. 590, and any amendments thereof shall apply to credit unions incorporated under this act. [*Gen. Acts, 1915, c. 268, § 3.*]

797. Content of by-laws. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows:

797A. The by-laws shall prescribe the name of the corporation, the purposes for which it is formed, the conditions of residence or occupation which qualify persons for membership, the par value of the shares of capital stock and the maximum number of shares which may be held by any one member, the conditions on which shares may be paid in, transferred and withdrawn, the conditions on which deposits may be received, and withdrawn, the method of receipting for money paid on account of shares or deposited, the number of directors and number of members of the credit committee, the duties of the several officers, the fines, if any, which shall be charged for failure to meet obligations to the corporation punctually, the date of the annual meeting of members, the manner in which members shall be notified of meetings, the number of members which shall constitute a quorum at meetings, and such other regulations as may seem necessary. [Gen. Acts, 1915, c. 268, § 6.]

798. By-laws to be approved by bank commissioner. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows:

798A. No credit union shall receive deposits or payments on account of shares, or make any loans, until its by-laws have been approved in writing by the bank commissioner, nor shall any amendments to its by-laws become operative until they have so been approved. [Gen. Acts, 1915, c. 268, § 7.]

798B. Certain property exempt from taxation. — All property of a credit union, except real estate, and all capital stock in a credit union shall be exempt from state and local taxation, except legacy and succession taxes. [*Gen. Acts, 1915, c. 268, § 8.*]

799. Meetings of association. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows:

799A. The fiscal year of every credit union shall end at the close of business on the last business day of October. [Gen. Acts, 1915, c. 268, § 12.]

799B. The annual meeting of the corporation shall be held at such time and place as the by-laws prescribe, but must be held within thirty days after the close of the fiscal year. Special meetings may be called by a majority of the directors or of the supervisory committee, and shall be called by the clerk upon written application of ten or

more members entitled to vote. Notice of all meetings of the corporation and of all meetings of the board of directors and of committees shall be given in the manner prescribed by the by-laws. No member shall be entitled to vote by proxy or to have more than one vote, and, after a credit union has been incorporated one year, no member thereof shall be entitled to vote until he has been a member for more than three months.

The members at each annual meeting shall fix the amount of the entrance fee for the ensuing year, which may be made proportional to the number of shares issued to a member, the maximum amount to be loaned any one member, and, upon recommendation of the board of directors, may declare dividends in accordance with the provisions of section twenty-two of this act. [See paragraph 818A.]

At any annual or special meeting the members may review the acts of the credit committee or of the board of directors, and may reverse any decision of the credit committee or of the board of directors by a three fourths vote of the members present and entitled to vote: provided, that such three fourths vote comprises a majority of all of the members of the credit union.

In the event of the death, resignation, or removal from office of the board of directors or of any member thereof, or of the credit committee or of any member thereof, the members of the credit union at a special meeting, called for the purpose, may elect other members to fill the vacancies until the next annual meeting.

At any annual or special meeting the members of a credit union may amend the by-laws by a three fourths vote of the members present and entitled to vote; provided, that a copy of the proposed amendment or amendments shall have been sent to each member with the notice of the meeting. [Gen. Acts, 1915, c. 268, § 13.]

800. Board of directors. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows:

800A. The business and affairs of a credit union shall be managed by a board of not less than five directors, a credit committee of not less than three members, and a supervisory committee of three members to be elected at the annual meeting of the corporation. Unless the number of members of the credit union is less than eleven, no member of said board shall be a member of either of said committees, nor shall one person be a member of more than one committee, and all the members of said board and of said committees, as well as all officers whom they may elect, shall be sworn to the faithful performance of their duties and shall hold their several offices until others are elected and qualified in their stead. A record of every such qualification shall be filed and preserved with the records of the corporation. Members of the supervisory committee shall be elected annually for a term of one year. Directors and members of the credit committee shall be elected for a term of not less than one year nor more than three years, as the by-laws shall provide. If the term is more than one year, they shall be divided into classes, and an equal number, as nearly as may be, elected each year. If a director or a member of any of these committees ceases to be a member of the credit union, his office shall thereupon become vacant. [Gen. Acts, 1915, c. 268, § 14.]

801. Duties of the board of directors. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows:

801A. The directors, at their first meeting after the annual meeting of the corporation, shall elect from their own number a president, a vice president, a clerk and a treasurer, who shall be the executive officers of the corporation, and who shall hold

office until their successors shall have been elected and qualified. The offices of clerk and treasurer may be held by the same person.

The board of directors shall have the general *direction* of the affairs of the corporation, and shall meet as often as may be necessary. It shall be their special duty to act upon all applications for membership and upon the expulsion of members, to fix the amount of the surety bond required of *any* officer having custody of funds, to determine the rate of interest on *loans and* deposits, to fill vacancies in the board of directors *until new members shall be elected and qualified*, to make recommendations to the members of the *credit union* relative to the amount of entrance fee *to be charged new members*, the maximum amount *to be loaned* any one member, *the advisability of declaring a dividend and the amount to be declared*, *the need of amendments to the by-laws and any other matters upon which, in their opinion, the members should act at any annual or special meeting.* When authorized so to do by the members at any annual meeting or at a special meeting called for the purpose, the board of directors, with the approval of the bank commissioner, may borrow money for the purpose of re-lending to members. [Gen. Acts, 1915, c. 268, § 15.]

802. Loans by the committee. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows:

802A. The credit committee shall hold meetings, of which due notice shall be given to its members, for the purpose of considering applications for loans, and no loan shall be made unless all members of the committee who are present when the application is considered, and at least two thirds of all the members of the committee, approve the loan and are satisfied that it promises to benefit the borrower. All applications for loans shall be made in writing and shall state the purpose for which the loan is desired and the security offered. [Gen. Acts, 1915, c. 268, § 17.]

803. Supervisory committee. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows:

803A. The supervisory committee shall inspect *from time to time* the securities, cash and accounts of the corporation *and shall keep fully informed of the financial condition of the corporation* and shall supervise the acts of its board of directors, credit committee and officers. At any time the supervisory committee, by a unanimous vote, may suspend any officer *of the corporation, or any member or members of the credit committee or of the board of directors*, and, by a majority vote, may call a meeting of the shareholders to consider any violation of this act or of the by-laws, or any practice of the corporation which, in the opinion of the committee, is unsafe or unauthorized. Within seven days after the suspension of *any officer, or any member or members of the credit committee or of the board of directors*, the supervisory committee shall cause notice to be given of a special meeting of the members *of the credit union* to take such action relative to such suspension as may seem necessary. The supervisory committee *may make temporary appointments to fill vacancies caused by the absence, illness or suspension of any officer, director, or member of any committee, and shall fill any vacancies in its own number until new members shall have been duly elected and qualified.* The board of directors and the supervisory committee, acting jointly, shall make appointments to fill vacancies in the credit committee until new members of the committee shall be duly elected and qualified. [Gen. Acts, 1915, c. 268, § 16.]

804. Capital. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows:

804A. The capital of a *credit union* shall be unlimited in amount. Shares of cap-

ital stock may be subscribed for and paid in such manner as the by-laws shall prescribe, *except that the par value of shares shall not exceed ten dollars.* [Gen. Acts, 1915, c. 268, § 9.]

805. Shares. — Repealed by Gen. Acts, 1915, c. 268, § 13. Re-enacted in new form as follows:

805A. Shares may be issued and deposits received in the name of a minor, and such shares and deposits may, in the discretion of the directors, be withdrawn by such minor, or by his parent or guardian, and in either case payments made on such withdrawals shall be valid *and shall release the said corporation from any and all liability to the minor, parent, or guardian. A minor under the age of eighteen years shall not have the right to vote.* If shares are held or deposits made in trust, the name and residence of the beneficiary shall be disclosed, and the account shall be kept in the name of such holder as trustee for such person. If no other notice of the existence and terms of such trust has been given in writing to the corporation, such shares or deposits may, upon the death of the trustee, *be transferred to or withdrawn by the person who was named by the trustee as the beneficiary or by his legal representatives, and such transfer or withdrawal shall release the corporation from any and all liability to any other claimant upon such stock or deposit.* [Gen. Acts, 1915, c. 268, § 10.]

806. Funds may be loaned. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows:

806A. The capital, deposits and surplus funds of a credit union shall be invested in loans to members with the approval of the credit committee as provided in section seventeen of this act [see paragraph 802A], and any capital, deposits or surplus funds in excess of the amount for which loans shall be approved by the credit committee may be deposited in savings banks or trust companies incorporated under the laws of this commonwealth, or in national banks located therein, or may be invested in the bonds of any other credit union or any farmland bank incorporated under the laws of this commonwealth, or in any securities which are at the time of their purchase legal investments for savings banks in this commonwealth, or, with the approval of the bank commissioner, may be deposited in other credit unions, or may be invested in the shares of other credit unions or of farmland banks or co-operative banks incorporated under the laws of this commonwealth: *provided*, that the total amount invested in the shares of other credit unions, farmland banks or co-operative banks shall not exceed thirty per cent of the capital and surplus, and that not more than twenty per cent shall be invested in the shares of other credit unions, nor more than twenty per cent in farmland bank shares, nor more than twenty per cent in co-operative bank shares. [Gen. Acts, 1915, c. 268, § 11.]

806B. Savings banks to report the amount deposited by labor and credit unions. — Such report [by savings banks] shall, in the year nineteen hundred and nine, and in each fifth year thereafter, also state the number and amount of deposits of fifty dollars and less, of those exceeding fifty dollars and not more than one hundred dollars, of those exceeding one hundred dollars and not more than two hundred dollars, of those exceeding two hundred dollars and not more than five hundred dollars, of those exceeding five hundred dollars and less than one thousand dollars, of those of one thousand dollars or more; and of those to the credit of women, both adults and minors, guardians, religious and charitable corporations, *labor and credit unions*, and in trust, respectively, received during the twelve months last preceding. [Acts, 1908, c. 590, § 38, as am. by Gen. Acts, 1915, c. 62.]

807. Credit unions may loan money on real estate, etc. — Repealed by Gen. Acts, 1915, c. 268, § 26. [But see paragraphs 808A and 810A.]

808. Conditions. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows:

808A. Loans upon the security of first mortgages upon farm lands shall in no case exceed in amount fifty per cent of the value of the property pledged as security, and shall be for the following purposes only: (a) the clearing, draining or otherwise reclaiming and permanently improving agricultural lands; (b) the providing of facilities for irrigation; (c) the planting and early care of orchards; (d) the erection of silos, cold storage plants, greenhouses and permanent farm buildings; (e) the purchase of farms and farm lands for personal occupation and management; (f) the discharge of existing farm mortgages; and, (g) subject to the approval of the bank commissioner, such other improvements of a permanent nature as, in the opinion of the directors, tend to develop agricultural resources. The mortgage deeds securing such loans shall contain a provision for immediate foreclosure if the money lent is applied in whole or in part to purposes not hereby authorized, or if, in the opinion of the directors, it is being spent unwisely or wastefully. . . . [Gen. Acts, 1915, c. 268, § 18.]

809. Repayment of loan, etc. — Repealed by Gen. Acts, 1915, c. 268, § 26.

810. Issue of bonds, etc. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows:

810A. . . . A credit union may, with the approval of the bank commissioner, by vote of its board of directors, issue, sell and trade in its own collateral trust bonds, which shall be known and described as farmland bonds, and shall be secured as hereinafter provided by the deposit of first mortgage notes on farm lands and the mortgages securing the same. In case of failure of a credit union to pay the interest upon its bonds or the principal when due, the bonds shall be an underlying lien on all its assets and the bank commissioner shall forthwith take possession of the assets and wind up the affairs of the corporation. Loans on the security of first mortgages on farm lands shall be made, and bonds of credit unions secured thereby shall be issued, in accordance with the provisions of Gen. Acts, 1915, c. 231, relating to farmland mortgages and farmland bonds, and any acts in amendment thereof or in addition thereto, so far as applicable. [Gen. Acts, 1915, c. 268, § 18.]

811. Certain provisions in by-laws. — Repealed by Gen. Acts, 1915, c. 268, § 26.

812. Defining word "farm." — Repealed by Gen. Acts, 1915, c. 268, § 26.

813. Repayment of loans. — Repealed by Gen. Acts, 1915, c. 268, § 26.

814. Services of directors. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows:

814A. No member of the board of directors or of either the credit or supervisory committee shall receive any compensation for his services as a member of the said board or of such committee, nor shall any member of the credit or supervisory committee, directly or indirectly, borrow from the corporation or become surety for any loan or advance made by it.

No member of the board of directors shall, directly or indirectly, borrow from the corporation or become surety for any loan or advance made by it, unless such loan or advance shall have been approved at a meeting of the members of the credit union by a majority vote of those present, and the notice of such meeting shall have stated that the question of loans to directors would be considered at such meeting.

The officers elected by the board of directors may receive such compensation as the board shall authorize. [*Gen. Acts, 1915, c. 268, § 19.*]

815. May expel certain members. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows:

815A. The board of directors may expel from a *credit union* any member who has not carried out his engagements with the *credit union*, or who has been convicted of a criminal offence, or *who* neglects or refuses to comply with the provisions of this act or of the by-laws, or whose private life is a source of scandal, or who habitually neglects to pay his debts, or *who* shall become insolvent or bankrupt, or *who* shall have deceived the corporation or any committee thereof with regard to the use of borrowed money; but no member shall so be expelled until he has been informed in writing of the charges against him, and an opportunity has been given to him, after reasonable notice, to be heard thereon. . . . [*Gen. Acts, 1915, c. 268, § 24.*]

816. Money due expelled members. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows:

816A. . . . The amounts paid in on shares or deposited by members who have withdrawn or have been expelled shall be paid to them, in the order of withdrawal or expulsion, *but* only as funds therefor become available and after deducting any amounts due by *such* members to the *credit union*. Such expulsion shall not operate to relieve a member from any remaining liability to the *credit union*. [*Gen. Acts, 1915, c. 268, § 24.*]

817. Audit of receipts, etc. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows:

817A. Immediately before a meeting of the directors called to *consider the recommendation* of a dividend, the supervisory committee shall make a thorough audit of the receipts, disbursements, income, assets and liabilities of the corporation for the fiscal year, and shall make a full report thereon to the directors. Said report shall be read at the annual meeting and shall be filed and preserved with the records of the corporation. [*Gen. Acts, 1915, c. 268, § 21.*]

818. Dividends. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows:

818A. At the annual meeting, a dividend may be declared from income which has been actually collected during the fiscal year next preceding and which remains after the deduction of all expenses, losses, interest on deposits, and the amount required to be set apart as a guaranty fund, *or such dividend may be declared in whole or in part from undivided earnings of preceding years, not to exceed twenty per cent thereof in any one year, provided, such earnings are a part of the surplus of the corporation in excess of all requirements of the guaranty fund.*

Such dividends shall be paid on all fully paid shares outstanding at the close of the fiscal year, but shares which become fully paid during the year shall be entitled only to a proportional part of said dividend, calculated from the first day of the month following such payment in full. Dividends due to a member shall be paid to him in cash or credited to the account of partly paid shares for which he has subscribed. [*Gen. Acts, 1915, c. 268, § 22.*]

819. Guaranty fund. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows:

819A. Before the payment of *an annual* dividend in any year, there shall be set apart as a guaranty fund twenty per cent of the net income which has accumulated

during the fiscal year, *except as hereinafter provided*. Said fund and the investments thereof shall belong to the corporation and shall be held to meet contingencies or losses in its business. All entrance fees shall be added at once to the guaranty fund. Upon recommendation of the board of directors, the members at any annual meeting may increase, and, whenever said fund equals or exceeds the amount of capital stock actually paid in, may decrease, the proportion of profits which is required by this section to be set apart as a guaranty fund: *provided, that, if the corporation holds stock in other credit unions or in farmland banks, the percentage of profits to be set apart as a guaranty fund shall not be decreased until the amount of the fund equals or exceeds the amount of capital stock of the corporation actually paid in and in addition thereto the amount actually paid for the shares of stock in such credit unions and farmland banks.* [Gen. Acts, 1915, c. 268, § 20.]

820. May vote to dissolve corporation. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows:

820A. At any meeting specially called for the purpose the members, upon recommendation of not less than two thirds of the board of directors, may dissolve the corporation by the vote of two thirds of the members of the credit union entitled to vote. A committee of three shall thereupon be elected to liquidate the assets of the corporation under the direction of the bank commissioner, and each share of the capital stock, according to the amount paid in thereon, shall be entitled to its *proportional part of the assets in liquidation* after all deposits and debts have been paid. [Gen. Acts, 1915, c. 268, § 25.]

821. Report to bank commissioner. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows:

821A. Within twenty days after the last business day of October in each year, every credit union shall make to the bank commissioner a report in such form as he may prescribe, signed by the president, treasurer and a majority of the supervisory committee, who shall certify and make oath that the report is correct according to their best knowledge and belief. Any credit union which neglects to make the said report within the time herein prescribed shall forfeit to the commonwealth five dollars for each day during which such neglect continues. [Gen. Acts, 1915, c. 268, § 23.]

822. Provisions of certain sections to apply. — Repealed by Gen. Acts, 1915, c. 268, § 26. Re-enacted in new form as follows:

822A. Acts, 1909, c. 419, and Acts, 1914, c. 437, are hereby repealed. All credit unions incorporated prior to the passage of this act shall be hereafter subject to the provisions of this act, but the provisions of this act shall not affect any rights acquired under any contract made by such credit unions prior to the passage of this act. The provisions of this act shall not be rendered inoperative or be limited or otherwise affected by any acts or parts of acts inconsistent therewith. [Gen. Acts, 1915, c. 268, § 26.]

FRATERNAL BENEFIT SOCIETIES.

825. Organization of benefit societies. — . . . b. In case the corporation limits its membership . . . to the employees or ex-employees of cities or towns or of the commonwealth or the federal government, or to the employees or ex-employees of a designated firm, business house or corporation, or of any department of a designated firm, business house or corporation, to persons of the same foreign extraction retaining common national interests and designation, or of the same occupation, the agree-

ment of association shall state the maximum amount of the benefits to be paid, and designate to which one of the classes herein specified its membership is to be limited. A corporation so limiting its membership may be on the lodge system, and if not, shall be governed by a direct vote of its members without the lodge system; but a corporation not so limiting its membership shall be on the lodge system, with a representative form of government as defined in §§ 2 and 3 of this act. . . . [*Acts, 1911, c. 628, § 12, as am. by Acts, 1913, c. 617, § 2, and by Gen. Acts, 1915, c. 39.*]

11. INDUSTRIAL EDUCATION.

UNIVERSITY EXTENSION AND CORRESPONDENCE COURSES.

885A. Department of university extension established. — There is hereby established a department of university extension to be under the direction and control of the board of education. The head of said department shall be appointed by the board of education, with the approval of the governor and council, and his salary shall be fixed by the board with the approval of the governor and council. He may be removed at any time by the said board of education. [*Gen. Acts, 1915, c. 294, § 1.*]

885B. Courses established for residents. — The said department of university extension is hereby authorized to co-operate with existing institutions of learning in the establishment and conduct of university extension and correspondence courses; to supervise the administration of all extension and correspondence courses which are supported in whole or in part by state revenues; and also, where that is deemed advisable, to establish and conduct university extension and correspondence courses for the benefit of residents of Massachusetts: *provided*, that nothing in this act shall be construed as giving to the said department or to the board of education the control or direction of extension and correspondence courses in agriculture or in subjects directly related thereto when these are administered under the direction of the Massachusetts Agricultural College. The said department, subject to the approval of the board of education, may employ such agents, lecturers, instructors, assistants and clerks, for whole or part time, as may be necessary for proper compliance with the provisions of this act. With the approval of the governor and council and of the board of education, it may rent suitable offices for the conduct of its work. [*Gen. Acts, 1915, c. 294, § 2.*]

885C. Schools and other public buildings may be used. — The said department for the purposes of such university extension or correspondence courses, may, with the consent of the proper city or town officials or school committees, use the school buildings or other public buildings and grounds of any city or town within the commonwealth, and may also use normal school buildings and grounds and, with the consent of the boards or commission in charge of the same, such other school buildings as are owned or controlled by the commonwealth. City and town officials and committees are hereby authorized to allow the use of buildings and grounds under their charge by the department of university extension for the purposes of university extension or correspondence courses, subject to the rules and regulations which such officials or committees may establish: *provided, however*, that such use shall not interfere or be inconsistent with the use of said buildings and grounds by the public schools of the city or town. The said department may also arrange for the use of such other buildings, grounds, and facilities as may prove to be necessary for the conduct

of its work, and may expend in rent therefor such sums as may from time to time be necessary. [*Gen. Acts, 1915, c. 294, § 3.*]

885D. Advisory councils to be appointed. — The department of university extension is empowered to appoint a state advisory council and also local advisory councils on university extension and correspondence courses, the functions of which shall be defined by the rules and regulations of the board of education. [*Gen. Acts, 1915, c. 294, § 4.*]

885E. Annual report by board of education. — The board of education shall submit to the general court, on or before the third Wednesday of January of each year, a detailed report of the doings and expenditures of the said department for the year closing on the first day of the previous July. [*Gen. Acts, 1915, c. 294, § 5.*]

885F. Certificates to be granted. — The said department is authorized to grant to students completing courses of instruction provided for under this act suitable certificates as evidence of proficiency, in accordance with rules and regulations to be established by the board of education. [*Gen. Acts, 1915, c. 294, § 6.*]

885G. Appropriations for salaries. — The department of university extension, for the purposes of complying with the provisions of this act, may be allowed for the salary of its head, agents, lecturers, instructors, assistants, clerks and other service, and for travel and other necessary expenses of these officers, incurred in the performance of their official duties under this act, such sums as shall be appropriated annually by the general court, payable out of the treasury of the commonwealth. [*Gen. Acts, 1915, c. 294, § 7.*]

885H. Amount to be expended. — There may be expended under the direction of the board of education in carrying out the provisions of this act for the year nineteen hundred and fifteen, a sum not exceeding twenty-five thousand dollars. [*Gen. Acts, 1915, c. 294, § 8.*]

AGRICULTURAL SCHOOLS.

NORFOLK COUNTY.

921A. Question to be submitted to the voters. — At the next state election there shall be placed upon the official ballots for the county of Norfolk the following question: — “Shall the county of Norfolk authorize the county commissioners to issue bonds of said county to an amount not exceeding seventy-five thousand dollars for the purpose of establishing an independent agricultural school?” [*Gen. Acts, 1915, c. 189, § 1.*]

921B. Trustees of Norfolk County Agricultural School. — If a majority of the voters voting on the above question vote in the affirmative, then the establishment and maintenance of said school shall be provided for as follows: — The name of the school shall be Norfolk County Agricultural School. The governor, with the advice and consent of the council, shall appoint four persons, one for the term of one year, one for the term of two years, one for the term of three years and one for the term of four years, residents of the county, who, together with the county commissioners for the county, shall be known as the trustees of said school; and it shall be their duty to provide vocational education of the kinds authorized by § 3 [see paragraph 921C] of this act. Said trustees shall serve without compensation, but shall be reimbursed for their necessary expenses, the same to be charged and paid on account of maintenance as hereafter provided. The said trustees are hereby authorized to determine the location of the said school, subject to its approval by the

board of education, and, subject to approval by the said board, to expend an amount not exceeding seventy-five thousand dollars in the purchase of real estate, alteration or construction of buildings and provision of live stock, furnishings and equipment therefor. [*Gen. Acts, 1915, c. 189, § 2.*]

921C. Bonds to be issued. — To meet the cost of establishing the said school, the county commissioners are hereby authorized to issue bonds of the county to an amount not exceeding \$75,000, said amount to be paid over to the trustees upon their requisition by the treasurer of the county. Said bonds shall be issued for a term not exceeding twenty years, and shall bear interest at a rate not exceeding four per cent per annum, payable semi-annually. Each authorized issue of bonds or notes shall constitute a separate loan. The county commissioners shall by vote, provide for the payment of each loan by such annual payments, beginning not more than one year after its date, as will extinguish each loan within twenty years from its date, and in such manner that the amount of principal and interest payable in any year, shall not be less than the amount of principal payable in any subsequent year. When such a vote has been passed, the annual amount required shall, without further vote, be assessed according to the provisions of law relating to the assessment of county taxes. [*Gen. Acts, 1915, c. 189, § 3.*]

921D. Commonwealth to pay part cost of maintenance. — The said school shall be maintained by the trustees as a state-aided vocational school, subject to the approval of the board of education, in accordance with the provisions of Acts, 1911, c. 471, and of any acts in amendment thereof or in addition thereto not inconsistent with this act. [*Gen. Acts, 1915, c. 189, § 4.*]

921E. Instruction in agriculture and household arts to be given. — The said school shall provide instruction in agriculture, and, at such time as may be approved by the board of education, in household arts or home-making. Short unit courses of instruction may be given both at the school and elsewhere in the county. Members of the school staff shall investigate farm and market conditions for the purpose of advising individuals and organizations with reference to better business methods among farmers and more satisfactory methods of marketing farm products, shall give instruction in the formation of co-operative enterprises, and shall perform any other work calculated to promote the agricultural or rural development of the county. It shall be the duty of members of the staff to keep in touch with, and to bring to their assistance, all agencies in the commonwealth or elsewhere that will enable them to utilize the latest and best knowledge in the furtherance of their work. [*Gen. Acts, 1915, c. 189, § 5.*]

921F. How school shall be supported. — Said school may receive and utilize gifts considered by said trustees and the board of education to be not inconsistent with its purposes, but principally it shall be supported as follows: — The treasurer of the county shall pay to said trustees upon their requisition such sums, not exceeding in the aggregate sixteen thousand dollars, as may be required by them for the maintenance of said school during the first fiscal year, and the amount so paid shall be raised by taxation in the same manner in which the other expenses of the county are provided for. Said trustees shall annually, after the first year, in consultation with and with the approval of the board of education, prepare on or before the fifteenth day of December, an estimate of the amount required to establish, equip and maintain the said school for the ensuing year; and the said amount shall be included by the county commissioners of the county in the estimate required by R. L., c. 21,

§ 27, as amended, and if the amount so estimated, or any part thereof, shall be authorized by the general court as part of the county tax, the county of Norfolk shall raise by taxation the sum so authorized, and it shall be paid by the county treasurer to said trustees upon their requisition, and shall be expended by them for the purposes for which it was authorized. [*Gen. Acts, 1915, c. 189, § 6.*]

921G. Receipts from certain tuition fees, how used. — In order to reduce the net cost to county and state of the said school, the trustees shall apply toward the expense of maintenance such miscellaneous income as receipts from tuition collected on account of non-resident pupils in places outside of the county of Norfolk, and receipts from the sale of products and from the work of pupils. [*Gen. Acts, 1915, c. 189, § 7.*]

921H. County to be reimbursed for certain expenditures. — Said county shall be reimbursed by the commonwealth for the expenditures made for the maintenance of said school in the manner and proportion provided for the reimbursement of certain counties, cities and towns by Acts, 1911, c. 471, and acts in amendment thereof or in addition thereto. [*Gen. Acts, 1915, c. 189, § 8.*]

921I. Tuition. — Said school, to the extent of the capacity of the various courses provided for in accordance with section five of this act [see paragraph 921E], shall be free for attendance to residents of said county over fourteen and under twenty-five years of age; and, to persons residents of the commonwealth over seventeen years of age in such numbers and for such instruction as shall be approved by the board of education. Any resident over fourteen years of age of a city or town in Massachusetts outside of said county which does not maintain a state-aided vocational school offering the type of education desired, may be admitted to this school in accordance with the provisions governing admission of non-resident pupils and tuition fees contained in said [Acts, 1911,] c. 471. [*Gen. Acts, 1915, c. 189, § 9.*]

921J. Half fare on street cars for pupils. — The provisions of Acts, 1908, c. 530, as amended by Acts, 1910, c. 567, for half rate fare upon street railways shall apply to pupils of the said school. [*Gen. Acts, 1915, c. 189, § 10.*]

921K. When to take effect. — Section one of this act [see paragraph 921A] shall take effect upon its passage. The remainder of the act shall take effect upon its acceptance by the voters of the county as provided in [paragraph 921B]. [*Gen. Acts, 1915, c. 189, § 11.*]

HAMPSHIRE COUNTY.

921L. Question to be submitted to voters. — At the next state election there shall be placed upon the official ballots for the county of Hampshire the following question: "Shall the County of Hampshire maintain an Independent Vocational School?" [*Gen. Acts, 1915, c. 225, § 1.*]

921M. Trustees of the Hampshire county agricultural school. — If (A) a majority of the voters voting on the above question vote in the affirmative; and if (B) the city of Northampton causes to be tendered to the county for the maintenance of the said school the use, free of charge to the county, of the land, buildings and equipment, and any improvements thereon or additions thereto which may hereafter be made, of the present state-aided vocational school, known as Smith's agricultural school and Northampton school of industries, and notifies the board of education in writing to that effect, then (C) the county of Hampshire shall maintain an independent vocational school in accordance with the following provisions, to wit: —

1. The name of the school shall be Smith's Agricultural School.

2. The school shall be maintained as a state-aided vocational school, subject to the approval of the board of education, in accordance with the provisions of Acts, 1911, c. 471, and of any acts in amendment thereof or in addition thereto not inconsistent with this act.

3. The local board of trustees for said school shall consist of five members, one appointed by the governor for a term of four years, the chairman of the county commissioners of the county of Hampshire, ex officio, and the three trustees elected by the city of Northampton in accordance with the terms of the will of Oliver Smith, ex officio; and it shall be their duty to maintain vocational education of the kinds authorized by section three of this act.

4. The said local board of trustees, for and on behalf of the said county, shall serve without compensation, but shall be reimbursed for their necessary expenses, which shall be charged and paid on account of maintenance as hereinafter provided.

5. The three ex officio trustees elected by the city of Northampton, for and on behalf of the city of Northampton, shall make the written reports upon their "care and management of the income" received under the will of Oliver Smith for Smith's Agricultural School, and upon "the state of the funds, the expenditures, the improvements made on the premises, and the state of the school and institution generally; and also the state and condition of the proceeds and income of the establishment", required by said will; and for their services of "control and superintendence" the said three trustees shall receive from the income received under the will of Oliver Smith the "meet recompense" for which provision is made in the said will.

6. The three ex officio trustees elected by the city of Northampton shall use so much as may be necessary of the annual income received by the city of Northampton under the will of Oliver Smith for (A) land, building and equipment purposes, including repayment of building and equipment loans now in process of liquidation; and may use the remainder of said income at their discretion for (B) other purposes, not inconsistent with the said will, which shall promote the welfare and progress of the said county school.

7. The city of Northampton may withdraw or cause to be withdrawn from the county of Hampshire the privilege of maintaining an independent vocational school on the said premises by giving written notice to the board of education not less than two years prior to the date upon which the said privilege is to be withdrawn.

8. In any event the title to the land, buildings and equipment, with all additions thereto or improvements thereon, with the exception of any equipment not purchasable under the terms of the will of Oliver Smith from the income received under said will, shall remain permanently in the possession of the city of Northampton.

9. The board of education, for and on behalf of the county, may terminate the maintenance of an independent vocational school upon the said premises by giving written notice to the city of Northampton two years prior to the date on which said maintenance is to terminate.

10. In the event that maintenance of said school by the county terminates, any equipment purchased at the expense of the county shall be disposed of by said trustees in such manner as shall be approved by the board of education, and the proceeds shall be paid by the said trustees to the treasurer of the said county. [*Gen. Acts, 1915, c. 225, § 2.*]

921N. Courses and methods of instruction. — The school authorized by this act shall maintain such kinds of vocational training permitted by Acts, 1911, c. 471, and of any acts in amendment thereof or in addition thereto as are not inconsistent with this act. Short unit courses of instruction may be given both at the school and elsewhere in the county. Members of the school staff shall investigate farm and market conditions for the purpose of advising individuals and organizations with reference to better business methods among farmers and more satisfactory methods of marketing farm products; shall give instruction in the formation of co-operative enterprises; and shall perform any other work adapted to promote the agricultural or rural development of the county. It shall be the duty of members of the staff to keep in touch with, and to bring to their assistance, all agencies in the commonwealth or elsewhere that will enable them to utilize the latest and best knowledge in the furtherance of their work. [*Gen. Acts, 1915, c. 225, § 3.*]

921O. County and state support. — The said school may receive gifts considered by said trustees and the board of education to be not inconsistent with its purpose, but principally it shall be supported as follows: —

1. The said local board of trustees shall prepare annually, in consultation with and with the approval of the board of education, on or before the fifteenth day of December, an estimate of the amount required to maintain the said school for the ensuing year and to provide such equipment as may not be purchasable under the terms of the will of Oliver Smith from the income received under that will; and said amount shall be included by the county commissioners of the county of Hampshire in the estimate required by R. L., c. 21, § 27, as amended.

2. If the amount so estimated, or any part thereof, shall be authorized by the general court as part of the county tax, the county of Hampshire shall raise by taxation the sum authorized, and the sum so raised shall be paid by the treasurer of the county to said trustees upon their requisition.

3. Said trustees, subject to the provisions of said [Acts, 1911,] c. 471, and of section three of this act [see paragraph 921N], shall expend the sum appropriated for the purposes designated, together with such miscellaneous income as receipts from tuition collected on account of non-resident pupils from outside the county of Hampshire, and receipts from the sale of products and from the work of pupils.

4. The county shall be reimbursed for the expenditures made for the maintenance of the said school in the manner and proportion provided for the reimbursement of certain counties, cities and towns by Acts, 1911, c. 471, and acts in amendment thereof or in addition thereto.

5. Upon the passage of this act, (A) said county shall raise by taxation for the maintenance of said school during the next fiscal year of the commonwealth, a sum not less than the amount expended for maintenance by Smith's agricultural school and Northampton school of industries during the fiscal year of the commonwealth then current; (B) said sum shall be included in the estimate prepared by the county commissioners of the county of Hampshire in accordance with R. L., c. 21, § 27, as amended; and (C) the instruction offered by said school, to the extent of its capacity, shall be free to residents of said county, beginning with the fiscal year for which the first county appropriation is made. [*Gen. Acts, 1915, c. 225, § 4.*]

921P. Tuition. — Said school, to the extent of the capacity of the various courses provided for in section three of this act [see paragraph 921N], shall be free for

attendance to residents of said county over fourteen and under twenty-five years of age; and to persons over seventeen years of age in such numbers and for such instruction as shall be approved by the board of education. Any resident over fourteen years of age of a city or town in Massachusetts outside said county which does not maintain a state-aided vocational school offering the type of education desired, may be admitted to this school in accordance with the provisions governing the admission of non-resident pupils and tuition fees contained in said [Acts, 1911,] c. 471. [*Gen. Acts, 1915, c. 225, § 5.*]

921Q. Towns may establish vocational schools. — Any town in said county may, however, establish, equip and maintain, with the approval of the board of education, a school for state-aided vocational education; and nothing in this act shall interfere with the rights and obligations under said [Acts, 1911,] c. 471 and acts in amendment thereof or in addition thereto, not inconsistent with this act, of any town which may have established such a school, or may hereafter desire to do so. [*Gen. Acts, 1915, c. 225, § 6.*]

921R. Half fare for pupils on street cars. — The provisions of Acts, 1908, c. 530, as amended by Acts, 1910, c. 567, relative to half-rate fare upon street railways for school children shall apply to pupils of the said school. [*Gen. Acts, 1915, c. 225, § 7.*]

935. Evening classes in practical arts for women. — Any city or town may, through its school committee, or other board of trustees for vocational education, establish and maintain separate *day* and evening classes in household and other practical arts. Such classes shall be known as practical art classes. *If day classes only, or evening classes only, are established, they shall be open to all women over sixteen years of age; if both day and evening classes are established the day classes shall be open only to women over sixteen years of age, and the evening classes shall be open only to women over seventeen years of age who are employed in any capacity during the day. Such classes may be established and maintained as approved state-aided practical art classes under the provisions of, and subject to all the conditions, not inconsistent with this act, of Acts, 1911, c. 471. [Acts, 1912, c. 106, as am. by Gen. Acts 1915, c. 266, § 1.]*

12. TRADE UNIONS.

(See also under Labor Disputes, on page 47.)

MISCELLANEOUS.

959A. Savings banks to report the amount deposited by labor and credit unions. — Such report [by savings banks] shall, in the year nineteen hundred and nine, and in each fifth year thereafter, also state the number and amount of deposits of fifty dollars and less, of those exceeding fifty dollars and not more than one hundred dollars, of those exceeding one hundred dollars and not more than two hundred dollars, of those exceeding two hundred dollars and not more than five hundred dollars, of those exceeding five hundred dollars and less than one thousand dollars, of those of one thousand dollars or more; and of those to the credit of women, both adults and minors, guardians, religious and charitable corporations, *labor and credit unions*, and in trust, respectively, received during the twelve months last preceding. [Acts, 1908, c. 590, § 38, as am. by Gen. Acts, 1915, c. 62.]

13. LABOR DISPUTES.

STRIKES AND LOCKOUTS.

972. Penalty. — Any person, firm, association or corporation violating any provision of this act shall *upon complaint of and after investigation by the state board of conciliation and arbitration* be punished by a fine not exceeding one hundred dollars for each offence. [*Acts, 1910, c. 445, as last am. by Acts, 1914, c. 347, § 4, and Gen. Acts, 1915, c. 108.*]

14. LICENSED OCCUPATIONS.

(For the licensing of minors, see Women and Children; for licensing of Intelligence Offices, see Employment.)

HAWKERS AND PEDLERS.

989. Special licenses may be granted. — Repealed by Gen. Acts, 1915, c. 253, § 1. Re-enacted in new form as follows: *989A. The commissioner of weights and measures* may grant a license to go about exposing for sale and selling any goods, wares or merchandise, except jewelry, wines, spirituous liquors and playing cards, to any person who files in his office a certificate signed by the mayor of a city or by a majority of the selectmen of a town, stating that to the best of his or their knowledge and belief the applicant therein named is of good repute for morals and integrity, and is, or has declared his intention to become, a citizen of the United States. The mayor or selectmen, before granting such certificate, shall require the applicant to make oath that he is the person named therein, and that he is, or has declared his intention to become, a citizen of the United States. Such oath shall be certified by a justice of the peace and shall accompany the certificate. *The commissioner* shall cause to be inserted in every such license the names of such cities and towns as the applicant designates, with the amounts to be paid to the respective treasurers thereof as herein provided, and shall receive from the applicant one dollar for each city or town so inserted. . . . [*Gen. Acts, 1915, c. 253, § 1.*]

990. Fee for license. — Repealed by Gen. Acts, 1915, c. 253, § 1. Re-enacted in new form as follows: . . . *990A. The licensee* may sell in any city and town mentioned in his license any goods, wares or merchandise, not prohibited in section fourteen, upon payment to the treasurer thereof the following fees: For each town containing not more than one thousand inhabitants, according to the then latest census, state or national, three dollars; for each town containing more than one thousand and not more than two thousand inhabitants, six dollars; for each town containing more than two thousand and not more than three thousand inhabitants, eight dollars; for each town containing more than three thousand and not more than four thousand inhabitants, ten dollars; and for each city and for all other towns, ten dollars and one dollar for every one thousand inhabitants thereof over four thousand; but the fee shall in no case exceed twenty-five dollars, and the amount paid shall be certified by the city or town treasurer on the face of the license. *The commissioner* may grant as aforesaid special state licenses upon payment by the applicant of fifty dollars for each license; and the licensee may expose for sale in any city or town in the commonwealth any goods, wares or merchandise, the sale of which is not prohibited. [*R. L., c. 65, § 19, as am. by Acts, 1912, c. 192, and Gen. Acts, 1915, c. 253, § 1.*]

991. Special county licenses. — The *commissioner of weights and measures* may also grant as aforesaid, special county licenses, upon payment by the applicant of one dollar for each county mentioned therein; and the licensee may expose for sale within such county any tin, britannia, glass, earthen, iron, plated or wooden wares of the manufacture of the United States, or any other goods, wares or merchandise manufactured by himself or by his employer and not prohibited in section 14 [see Handbook of Labor Laws, 1914, paragraph 985], upon paying to the treasurer of such county the amounts following: for Suffolk, Essex, Middlesex and Worcester, each four dollars; for Norfolk, Plymouth, Bristol, Berkshire and Hampden, each three dollars; for Franklin, Hampshire and Barnstable, each two dollars; and for Dukes County and Nantucket, each one dollar. County treasurers shall certify on the face of the license the amount of fees so paid. [R. L., c. 65, § 20, as am. by Gen. Acts, 1915, c. 253, § 2.]

992. Transfer of license. — A license granted under the provisions of section 19 [see paragraph 990A] may be transferred by the *commissioner of weights and measures*, upon application therefor and upon evidence furnished by the applicant like that required for granting a license. The transferee shall thereafter be liable in all respects as if he were the original licensee, and no person shall thereafter sell under such license except the person named in such transfer. [R. L., c. 65, § 22, as am. by Gen. Acts, 1915, c. 253, § 3.]

994. Records of licenses. — The *commissioner of weights and measures* shall keep a record of all licenses granted by him, with the number of each, the name and residence of the licensee, and the counties, cities and towns, if any, mentioned therein, and of all transfers of licenses. The treasurers of counties, cities and towns shall severally keep records of all licenses upon which the amounts provided in this chapter have been paid to them, with the number of each, the names and residences of the licensees and the amounts received thereon, and all such records shall be open for public inspection. This chapter or a synopsis thereof shall be printed on every license. All licenses granted under the provisions of this chapter shall bear date of the day on which they are issued, and shall continue in force for one year from such date. [R. L., c. 65, § 23, as am. by Gen. Acts, 1915, c. 253, § 4.]

995. Fees. — Repealed by Gen. Acts, 1915, c. 253, § 5. Re-enacted in new form as follows:

995A. — All the aforesaid fees paid to the *commissioner of weights and measures* shall be for the use of the commonwealth; and all such fees paid to the treasurer of a county, city or town shall be for the use of the county, city or town. Any license granted by the *commissioner of weights and measures*, under the provisions of this chapter, or of any act in amendment thereof or in addition thereto, may be revoked by the *commissioner* upon conviction of the licensee of any crime which, in the judgment of the *commissioner*, warrants such revocation. Whenever any such licensee is convicted of any crime, the *commissioner* shall be notified by the clerk of the court in which the conviction occurred. [Gen. Acts, 1915, c. 253, § 5.]

996. Licensee to post name. — Every person licensed as aforesaid to peddle shall post his name, residence and the number of his license in a conspicuous manner upon his parcels or vehicle; and when his license is demanded of him by a mayor, alderman, selectman, *commissioner or inspector or sealer of weights and measures*, city or town treasurer or clerk, constable, police officer or justice of the peace, he shall

forthwith exhibit it, and if he neglects or refuses so to do shall be subject to the same penalty as if he had no license. [*R. L., c. 65, § 25, as am. by Gen. Acts, 1915, c. 253, § 6.*]

1000. Violation of pedler's law. — Repealed by Gen. Acts, 1915, c. 253, § 7. Re-enacted in new form as follows:

1000A. — *The commissioner and inspectors of weights and measures of the commonwealth and, within their respective cities and towns, sealers or deputy sealers of weights and measures, constables and police officers shall arrest and prosecute every hawker and pedler whom they may have reason to believe guilty of violating the provisions of this chapter relating to hawkers and pedlers.* [*Gen. Acts, 1915, c. 253, § 7.*]

1000B. Transfer of documents, files, etc. — All documents, papers and files now in the hands of the secretary of the commonwealth pertaining to the granting of licenses to hawkers and pedlers shall be delivered to the commissioner of weights and measures. [*Gen. Acts, 1915, c. 253, § 8.*]

ENGINEERS AND FIREMEN.

1001. Operators of steam boilers and engines to be licensed. — Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in new form as follows:

1001A. — No person shall have charge of or operate a steam boiler or engine in this commonwealth, except boilers and engines upon locomotives, motor road vehicles, boilers and engines in private residences, boilers in apartment houses of less than five apartments, boilers and engines under the jurisdiction of the United States, boilers and engines used for agricultural purposes exclusively, boilers and engines of less than nine horse power, and boilers used for heating purposes exclusively which are provided with a device approved by the chief of the district police limiting the pressure carried to fifteen pounds to the square inch, unless he holds a license as hereinafter provided. The owner or user of a steam boiler or engine, other than boilers or engines above excepted, shall not operate or cause to be operated a steam boiler or engine for a period of more than one week, unless the person in charge of and operating it is duly licensed: *provided, however, that in manufacturing plants an unlicensed person may operate, under a licensed person on duty, a simple non-condensing engine of not more than one hundred and fifty horse power.* [*Gen. Acts, 1915, c. 259, § 1.*]

1002. Prima facie evidence. — Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in the same form as follows:

1002A. — If such steam engine or boiler is found to be in charge of, or operated by, a person who is not a duly licensed engineer or fireman and, after a lapse of one week from such time, it is again found to be operated by a person who is not duly licensed, it shall be deemed prima facie evidence of a violation of the provisions of the preceding section. [*Gen. Acts, 1915, c. 259, § 2.*]

1003. Definition of certain words and phrases. — Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in new form as follows: *1003A.* — The words "have charge" or "in charge", *in this act*, shall designate the person under whose supervision a boiler or engine is operated. The words "operate", "operated" or "operating", in the two preceding sections, shall designate the person who *manipulates* any appurtenances of a boiler or engine: *provided, however, that to work with a licensed person there may be employed not more than one unlicensed person who, in the pres-*

ence of and under the personal direction of the licensed person, may operate the appurtenances of a boiler or engine. [*Gen. Acts, 1915, c. 259, § 3.*]

1004. Application for examination as engineer or fireman. — Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in new form as follows: *1004A.* — Whoever desires to act as engineer or fireman shall apply for a license therefor to the state inspector of boilers for the city or town in which he resides or is employed, upon blanks to be furnished by the boiler inspection department of the district police. The application shall be accompanied by a fee of one dollar, and shall show the total experience of the applicant. *The examinations shall be uniform throughout the commonwealth. . . .* [*Gen. Acts, 1915, c. 259, § 4.*]

1005. Applicant to make oath to statements in his application. — Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in the same form as follows:

1005A. — The applicant shall make oath to the statements contained in his application, and the members of the boiler inspection department of the district police are hereby authorized to administer the oath. Wilful falsification in the matter of a statement contained in an application shall be deemed a sufficient cause for the revocation of the license at any time. . . . [*Gen. Acts, 1915, c. 259, § 5.*]

1006. To be given a practical examination. — Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in the same form as follows: *1006A.* . . . The applicant shall be given a practical examination, and, if found competent and trustworthy, he shall receive a license graded according to the merits of his examination. . . . [*Gen. Acts, 1915, c. 259, § 5.*]

1007. Classes of licenses. — Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in new form as follows: — *1007A.* — Licenses shall be granted according to the competence of the applicant and shall be distributed in the following classes: —

[a] Engineers' licenses: 1st class, to have charge of and operate any steam plant. 2d class, to have charge of and operate a boiler or boilers, and to have charge of and operate engines, no one of which shall exceed 150 horse power, or to operate a 1st class plant under the engineer in direct charge of the plant. 3d class, to have charge of and operate a boiler or boilers not exceeding in the aggregate 150 horse power, and an engine, *or engines*, not exceeding 50 horse power *each*, or to operate a 2nd class plant under the engineer in direct charge of the plant. 4th class, to have charge of and operate hoisting and portable engines and boilers. Portable class, to have charge of or to operate portable boilers and portable engines, except hoisting engines or steam fire engines. Steam fire engineers' class, to have charge of or to operate steam fire engines and boilers.

[b] Firemen's licenses: — Extra 1st class, to have charge of and operate any boiler or boilers. 1st class, to have charge of and operate any boiler or boilers where the safety valve or valves are set to blow at a pressure not exceeding 25 pounds to the square inch, or to operate high pressure boilers under the engineer or fireman in direct charge thereof. 2nd class, to operate any boiler or boilers under the engineer or fireman in direct charge thereof. A person holding an extra 1st class or 1st class fireman's license may operate a 3rd class plant under the engineer in direct charge of the plant.

[c] Special licenses: — A person who desires to have charge of or to operate a particular steam plant, may *if* he files with his application for such examination a written request signed by the owner or user of *the* plant, be examined as to his compe-

tence for such service and no other, and, if found competent and trustworthy, he shall be granted a license for such service and no other: *provided, however*, that no special license shall be granted to give any person charge of or permission to operate an engine of over 150 horse power, *except that where the main power plant is run by water power exclusively during the major part of the time, and has auxiliary steam power for use during periods of low water, a special license may be issued to an applicant holding an engineer's license.* [Gen. Acts, 1915, c. 259, § 7.]

1007B. Horse power of boilers. — The horse power of a boiler shall be ascertained upon a basis of three horse power for each square foot of grate surface or equivalent, when the safety valve is set to blow at a pressure exceeding twenty-five pounds per square inch, and on a basis of one and one half horse power for each square foot of grate surface or equivalent, when the safety valve is set to blow at twenty-five pounds pressure per square inch or less.

The horse power of a reciprocating steam engine shall be ascertained upon the basis of a mean effective pressure of forty pounds per square inch of piston for a simple engine, fifty pounds for a condensing engine, and seventy pounds for a compound engine, calculated upon the area of the high pressure piston. A variable speed engine shall be rated at its designed mean speed.

A steam turbine engine shall be rated at less than nine horse power when the external diameter of the steam supply pipe does not exceed one and three fourths inches. A steam turbine engine shall be rated at fifty horse power when the external diameter of the steam supply pipe exceeds one and three fourths inches, and does not exceed three and one half inches. A steam turbine engine shall be rated at one hundred and fifty horse power when the external diameter of the steam supply pipe exceeds three and one half inches, and does not exceed five inches. [Gen. Acts, 1915, c. 259, § 8.]

1008. Qualifications necessary for examination in the different classes. — Repealed by Gen Acts, 1915, c. 259, § 13. Re-enacted in new form as follows:

1008A. [a] First class engineer. — . . . To be eligible for examination for a first class engineer's license, a person must have been employed for not less than three years as a steam engineer in charge of a steam plant or plants having at least one engine of over one hundred and fifty horse power, or he must have held and used a second class engineer's license in a second class or first class plant or plants for not less than one and one half years.

[b] Second class engineer. — . . . To be eligible for examination for a second class engineer's license, a person must have been employed as a steam engineer in charge of a steam plant or plants having at least one engine of over fifty horse power for not less than two years, or he must have held and used a third class engineer's license *either as an engineer, assistant engineer or fireman* for not less than one year, or have held and used a special license to operate a first class plant for not less than two years; except that any person who has served three years as apprentice to the machinist or boiler-making trade in stationary, marine or locomotive engine or boiler works and who has been employed for one year in connection with the operation of a steam plant, or any person graduated as a mechanical engineer from a duly recognized school of technology who has been employed for one year in connection with the operation of a steam plant, shall be eligible for examination for a second class engineer's license. . . .

[c] Third class engineer. — . . . To be eligible for examination for a third class

engineer's license, a person must have been employed as a steam engineer, or fireman in charge of or operating boilers, for not less than one and one half years, or he must have held and used a first class fireman's license for not less than one year. . . .

[d] *First class fireman.* — . . . To be eligible for examination for a first class fireman's license, a person must have been employed as a steam engineer or fireman in charge of or operating boilers for not less than one year, or he must have held and used a second class fireman's license for not less than six months. . . . [Gen. Acts, 1915, c. 259, § 4.]

1009. Board of examiners. — Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in the same form as follows:

1009A. — . . . An applicant for a first class or second class engineer's license or for a special license shall be examined by a board of three examiners, one of whom may be the chief inspector, and, if the applicant is employed, one member of said board shall be the state inspector of boilers for the city or town in which the applicant is employed, and the decision of said board shall be final. . . . [Gen. Acts, 1915, c. 259, § 5.]

1010. Applicant may have one person present during examination. — Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in the same form as follows:

1010A. . . . The applicant shall have the privilege of having one person present during his examination, who shall take no part in the same but who may take notes if he so desires. A period of ninety days shall elapse between examinations, except in the case of an appeal as hereinafter provided. [Gen. Acts, 1915, c. 259, § 5.]

1011. Licenses to continue in force, until. — Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in the same form as follows:

1011A. — A license shall continue in force until it is suspended or revoked for the incompetence or untrustworthiness of the licensee, except that a special license shall not continue in force after the holder thereof ceases to be employed in the plant specified in the license. . . . [Gen. Acts, 1915, c. 259, § 6.]

1012. When license is suspended or revoked. — Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in the same form as follows:

1012A. — . . . A person whose license is suspended or revoked shall surrender his license to a member of the boiler inspection department. If a new license of a different grade is issued, the old license shall be destroyed by the examiner. If a license is lost, or is destroyed by fire or other means, a new license shall be issued in its place, without re-examination of the licensee, upon satisfactory proof to an examiner of such loss or destruction. [Gen. Acts, 1915, c. 259, § 6.]

1013. Licenses shall be conspicuously displayed in engine or boiler rooms. — Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in new form as follows:

1013A. — An engineer's or fireman's license, granted under the provisions of [paragraphs 1003 to 1006 inc., 1007A, 1007B, 1008A, 1009A, 1010, 1011 and 1014] or the corresponding provisions of earlier laws, shall be placed so as to be easily read in a conspicuous place in the engine room or boiler room of the plant operated by the licensee. . . . [Gen. Acts, 1915, c. 259, § 10.]

1014. Applicants may appeal from action of examiners. — Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in the same form as follows: A person who is aggrieved by the action of an examiner in refusing, suspending or revoking a license, may appeal therefrom to the chief inspector of the boiler inspection department, who shall appoint three members of the boiler inspection department to act together as a

board of appeal, one of whom may be said chief inspector. If an appeal is taken, it must be within one week after the decision of the examiner. The appellant shall have the privilege of having one person present during the hearing of his appeal, who shall take no part in the same but who may take notes if he so desires. The decision of the majority of the said examiners, acting as a board of appeal, shall be final. [*Gen. Acts, 1915, c. 259, § 9.*]

1015A. Licenses in effect, when. — This act shall take effect *upon its passage*, and a license then in force shall continue in force until it is suspended or revoked for the incompetence or untrustworthiness of the licensee, except that a special license shall not continue in force after the holder thereof ceases to be employed on the plant specified in the license. A license in force *upon the passage of this act* may be exchanged for a license of the same class under this act at any time thereafter, on application to the boiler inspection department of the district police, upon forms to be furnished by said department. The applicant shall make oath to the statements contained in the said application, and the members of the boiler inspection department of the district police are hereby authorized to administer the oath. [*Gen. Acts, 1915, c. 259, § 12.*]

1016. Boiler inspection department to enforce act. — Repealed by Gen. Acts, 1915, c. 259, § 13. Re-enacted in new form as follows: —

1016A. The boiler inspection department of the district police shall act as examiners and enforce the provisions of *this act*, and whoever violates any provision *hereof* shall be punished by a fine of not less than ten nor more than three hundred dollars, or by imprisonment for not more than three months. A trial justice shall have jurisdiction of complaints for violations of *this act*, and in such cases may impose a fine of not more than fifty dollars. All members of the boiler inspection department of the district police shall have authority, in the pursuance of their duty, to enter any premises on which a boiler or engine is situated, and any person who hinders or prevents or attempts to prevent any state boiler inspector from so entering shall be liable to the penalty specified in this section. [*Gen. Acts, 1915, c. 259, § 11.*]

HOISTING MACHINE OPERATORS (OTHER THAN STEAM).

1017. Operators of certain hoisting machinery must be licensed. — No person shall operate derricks, cableways, machinery used for discharging cargoes, temporary elevator cars used on excavation work or used for hoisting building material, when the motive power to operate such machinery is mechanical and other than steam, unless he holds a license as hereinafter provided [see chapter 656, Acts of 1911, section three]. The owner or user of hoisting machinery specified in this section shall not operate, or cause to be operated, such machinery for a period of more than one week, unless the person operating it is duly licensed. *An applicant for a license under the provisions of this section shall be examined only as to his ability to use the particular machinery or contrivance, whether it be a gasoline engine or electric engine or otherwise, which he desires to operate, and the license granted to him shall be limited to the particular kind of machinery in the use of which he has been examined; but, if he so requests, the applicant may be examined as to his proficiency in the various kinds of machinery or apparatus used for hoisting, and the license granted to him shall include those kinds of machinery or apparatus in respect to which he is found to be competent.* [*Acts, 1911, c. 656, § 1, as am. by Gen. Acts, 1915, c. 211.*]

MOTION PICTURE MACHINE OPERATORS.

1063A. Application of Acts, 1914, c. 791. — The provisions of Acts, 1914, c. 791, shall not apply to any cinematograph or similar apparatus operated with only cellulose acetate films not more than one inch and one fourth in width and using only an enclosed incandescent lamp. [*Gen. Acts, 1915, c. 169.*]

CHAUFFEURS.

(For complete legislation, rules, and regulations governing the licensing of chauffeurs and the operation of motor vehicles, see manuals issued by the Massachusetts Highway Commission.)

1065. Licensing of chauffeurs.¹ — No person shall operate a motor vehicle upon any way in this commonwealth unless licensed under the provisions of this act, except as is otherwise herein provided; but the provisions of this section shall not prevent the operation of motor vehicles by unlicensed persons if riding with or accompanied by a licensed chauffeur or operator, excepting only persons who have been licensed and whose licenses are not in force because of revocation or suspension, *persons whose right to operate has been suspended by the commission*, and persons less than sixteen years of age; but such licensed chauffeur or operator shall be liable for the violation of any provision of this act or of any regulation made in accordance herewith committed by such unlicensed operator: *provided, however*, that the examiners of chauffeurs and operators, in the employ of the commission, when engaged in their official duty, shall not be liable for the acts of any person who is being examined. . . . [*Acts, 1909, c. 534, § 10, as last am. by Acts, 1914, c. 204, § 3, and by Gen. Acts, 1915, c. 16, § 4.*]

1066. Motor vehicles not to be operated except by licensed person. — No person shall employ for hire as a chauffeur any person not specially licensed as aforesaid. No person shall allow a motor vehicle owned by him or under his control to be operated by any person who has no legal right to do so, or in violation of the provisions of this act. [*Acts, 1909, c. 534, § 12, as am. by Acts, 1911, c. 37, and by Gen. Acts, 1915, c. 16, § 5.*]

1067. Examination for chauffeur's license. — Application to operate *motor vehicles* may be made, by mail or otherwise, to the commission or its duly authorized agent upon blanks prepared under its authority. The fees provided in [*Acts, 1909, c. 534,*] § 29 shall be deposited with the application. Before such a license is granted the applicant shall pass such examination as to his qualifications as the commission shall require, and no license shall be issued until the commission or its authorized agent is satisfied that the applicant is a proper person to receive it. No operator's license shall be issued to any person under sixteen years of age. To each person shall be assigned some distinguishing number or mark, and the licenses issued shall be in such form as the commission shall determine; they may contain special restrictions and limitations concerning the type of motor power, horse power, design and other features of the *motor vehicles* which the licensee may operate; they shall contain the distinguishing number or mark assigned to the licensee, his name, place of residence and address, and a brief description of the licensee for the purposes of identification; and such other information as the commission shall deem necessary. A person to whom

¹ A chauffeur licensed in a state other than Massachusetts may, under conditions prescribed, operate in this state a motor vehicle owned by a non-resident.

a license to operate *motor vehicles* has been issued, unless such license contains a special limitation or restriction, may operate any registered motor *vehicle*. Special licenses shall be issued to chauffeurs, but no such license shall be issued to any person less than eighteen years of age. Every person licensed to operate *motor vehicles* as aforesaid shall endorse his usual signature on the margin of the license, in the space provided for the purpose, immediately upon the receipt of said license, and such license shall not be valid until so endorsed. . . . [Acts, 1909, c. 534, § 8, as am. by Acts, 1910, c. 605, § 3, and by Gen. Acts, 1915, c. 10, § 1.]

1070. Certain words defined. — Terms used in this chapter shall be construed as follows, unless a different meaning is clearly apparent from the language or context, or unless such construction is inconsistent with the manifest intention of the legislature: —

“Automobile” shall include all motor vehicles except motor cycles.

“Chauffeur” shall mean any person who operates a motor vehicle and who directly or indirectly receives pay or any compensation whatsoever for any work or services in connection *therewith*, except only manufacturers, agents, proprietors of garages and dealers, who do not operate for hire. An employee of a manufacturer or a dealer whose principal occupation is that of a salesman may at the discretion of the commission be exempted from this definition and be designated as an operator.

“Commission” shall mean the Massachusetts highway commission.

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“Motor vehicle” shall include automobiles, motor cycles and all other vehicles propelled by power other than muscular power, except railroad and railway cars and motor vehicles running only upon rails or tracks, . . . and . . . road rollers. . . . [See paragraph 1070A.]

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[Acts, 1909, c. 534, § 1, as am. by Gen. Acts, 1915, c. 16, § 1.]

1070A. Licensing of operators of motor vehicles used for municipal purposes. — Whoever operates a motor ambulance, and whoever operates a street sprinkler, fire engine or other fire apparatus, police patrol wagon or any other vehicle which is used by the police, park or other department of any city or town solely for the official business of the city or town, and which is propelled by power other than muscular power shall be subject to all of the provisions of Acts, 1909, c. 534, and acts in amendment thereof, relating to chauffeurs and operators of motor vehicles. [Gen. Acts, 1915, c. 11.]

ELECTRICIANS.

1085A. Electricians to be licensed, when. — Except as hereinafter provided, no person, firm or corporation shall, after Sept. 1, 1915, enter into, engage in, or work at the business of installing wires, conduits, apparatus, fixtures or other appliances for carrying or using electricity for light, heat or power purposes in this commonwealth, either as a master or employing electrician or as a journeyman electrician, unless such person, firm, or corporation shall have received a license or certificate therefor, issued by the board provided for in section two of this act and in accordance with the provisions hereinafter set forth.

The words "master or employing electrician" as used in this act shall mean a corporation, firm or person, having a regular place of business, who, by the employment of journeymen, performs the work of installing wires, conduits, apparatus, fixtures and other appliances for carrying or using electricity for light, heat or power purposes.

The word "journeyman" as used in this act shall mean a person who does any work of installing wires, conduits, apparatus, fixtures and other appliances for hire. [*Gen. Acts, 1915, c. 296, § 1.*]

1085B. Appointment of examiners, examinations, etc. — On and after July 1, 1915, the chairman of the civil service commission, the fire prevention commissioner for the metropolitan district and the commissioner of education shall constitute the state examiners of electricians. They shall employ as clerk a practical electrician, who is a wage earner, and a citizen of the commonwealth, who has had at least ten years' experience in the installation of wires and appliances for carrying electricity for light, heat or power purposes. He shall receive such salary as shall be determined by the state examiners, subject to the approval of the governor and council, and shall hold his office for a term of three years. The three examiners shall receive no compensation for their services under the terms of this act. The compensation of the clerk and the travelling and other necessary expenses of the state examiners, not however to exceed five hundred dollars in the aggregate for each of the members thereof, shall, when approved by the governor and council, be paid from the treasury of the commonwealth.

The state examiners of electricians may make necessary rules for the proper performance of their duties.

They shall hold frequent examinations in the city of Boston, and, twice in each year, shall hold examinations in at least five other convenient places within the commonwealth, and they may hold annual or occasional examinations in other places. Public notice shall be given of all examinations.

The state examiners of electricians shall annually, on or before the first Wednesday in January, transmit to the secretary of the commonwealth a report to the general court of its doings.

In the conduct of the examinations they shall make uniform requirements for all cities and towns, which may be revised from time to time, as circumstances may require. Said examinations shall be sufficiently frequent to give ample opportunity for all applicants to be thoroughly and carefully examined, and may be supervised by one or more of the members of the board, but no licenses shall be granted without the sanction of the board. Examinations may be given in writing or practical work, as deemed most advisable by the board.

The records of the meeting of said board shall be open for inspection at all times, and the board shall have printed annually a manual of its regulations, including the names of all licensees. [*Gen. Acts, 1915, c. 296, § 2.*]

1085C. Forms of licenses. — (1) Two forms of licenses shall be issued: — The first, hereinafter referred to as "certificate A", shall be known as "master electrician's certificate", the second, hereinafter referred to as "certificate B", shall be known as a "journeyman electrician's certificate."

A "master's certificate" shall be issued to any person, firm or corporation engaged in or about to engage in the business of installing electrical wires, conduits, apparatus, fixtures and other electrical appliances, that shall have qualified under the provisions

of this act. A certificate of registration shall be issued specifying the name of the person, firm or corporation so applying, and the name of the person passing said examination, by which he or it shall be authorized to enter upon or engage in business as set forth therein: *provided, however*, that any person, firm or corporation that has been engaged in said business for at least five years next prior to the date of the application shall not be required to pass said examination, but shall present proof of fitness.

The holding of "certificate A" shall not entitle the holder individually to engage in or perform the actual work of installing electric wires, conduits and appliances as previously described in this act, but shall entitle him to conduct business as an employing or master electrician.

(2) "Certificate B," or a journeyman electrician's license, shall be granted to any person who has passed an examination before the examining board provided for in this act, or who shall present proof of fitness and that he has gained his livelihood by the occupation of electrician for five consecutive years next prior to the date of application. A certificate shall be issued specifying the name of the person so engaged, by which certificate such person shall be authorized to enter upon or engage in the occupation of journeyman electrician. Every person desiring an examination shall make application therefor in writing, accompanied by the proper fee. The fee for an examination for certificate "A" shall be twenty-five dollars and that for certificate "B" shall be one dollar. An applicant who fails in his examination shall not have his fee returned to him, but shall be entitled to one re-examination free of charge. For each subsequent re-examination, he shall pay fifteen dollars in the case of certificate "A" and fifty cents in the case of certificate "B."

(3) All certificates "A" described in paragraph (1) of this section shall expire on the thirty-first day of July in each year, but may be renewed by the same person, firm or corporation, as represented by one or more of its members or officers, without further examination, upon the payment of a fee of fifteen dollars, application therefor being made during the month next prior to said expiration of said certificate.

(4) All certificates "B" described in paragraph (2) of this section shall expire on the thirty-first day of July in each year, but may be renewed upon the payment of a fee of fifty cents, and upon the same conditions set forth in paragraph (3) of this section.

(5) All holders of certificates "A" shall keep their certificate of registration displayed in a conspicuous place in their principal offices or places of business, and all holders of certificates "B" shall be furnished by said board with evidence of their having been so licensed, in card form or otherwise, which shall be carried on the person of the licensee and exhibited on request. [*Gen. Acts, 1915, c. 296, § 3.*]

1085D. Licenses not transferable. — No certificates issued under the provisions of this act, to either master or journeyman, shall be assignable or transferable. Said certificates may be suspended or revoked by the board of examiners upon failure or refusal of the licensee to comply with the rules and requirements of said business as set forth by the board of gas and electric light commissioners, and for other and sufficient causes after a hearing has been held. Such suspension or revocation by said board shall be subject to review by the board of gas and electric light commissioners. [*Gen. Acts, 1915, c. 296, § 4.*]

1085E. Penalties. — Any person, firm or corporation, or employee thereof, and any representative, or any member or officer of such firm or corporation individually

entering upon or engaging in the business and work hereinbefore defined, without having complied with the provisions of this act, shall be punished by a fine of not less than ten dollars nor more than one hundred dollars for the first offence, and for a second offence by a fine of not less than fifty nor more than five hundred dollars, or by six months' imprisonment in the house of correction, or by both such fine and imprisonment. [*Gen. Acts, 1915, c. 296, § 5.*]

1085F. Disposition of fees and fines, etc. — No person, firm or corporation holding a master's certificate shall be held liable for work done by any of his or its employees without authorization, unless it shall appear that such work was done with his or its knowledge or consent or by his or its authorization.

All fees and fines collected under the provisions of this act shall be paid into the treasury of the commonwealth as hereinbefore provided. [*Gen. Acts, 1915, c. 296, § 6.*]

1085G. Businesses exempt from the act. — This act shall not apply to the installation, repairing and wiring of elevators or to work in connection with the erection, construction, maintenance or repair of lines for the transmission of electricity from the source of supply to the service switch on the premises where it is used by municipal electric plants, by electric companies as defined in Acts, 1914, c. 742, § 1, or by gas companies authorized to engage in the business of making or selling electricity, by electric street railway companies or by electric railroad companies or by railroad companies; nor to the work of such plants or companies on premises owned or controlled by them; nor to the work of said municipal electric plants or of said electric or gas companies in installing, maintaining and repairing, on the premises of customers, service connections and meters and other apparatus and appliances which remain the property of such plants or companies after installation; nor to work in connection with the lighting of streets, alleys, private ways or private or public parks, areas or squares; nor to the work of companies incorporated for the transmission of intelligence by electricity in installing, maintaining or repairing wires, apparatus, fixtures or other appliances used in the business of such companies and necessary for or incident to such business, and whether such wires, conduits, apparatus, fixtures or other appliances are on its own premises or otherwise. [*Gen. Acts, 1915, c. 296, § 7.*]

1085H. Certain electricians excepted. — Nothing in this act shall be construed as forbidding the employment of learners or apprentices working with and under the direct personal supervision of journeymen electricians duly certified as provided in this act.

Electricians employed by theatrical companies may install such temporary wiring and appliances as may be required for the purpose of the engagement of any such company, subject to the supervision of some person licensed under the provisions of this act.

Electricians regularly employed by firms or corporations other than holders of class "A" certificates may install such electrical wiring, conduits and appliances or make such repairs as may be required only on the premises and property of said firms or corporations: *provided*, that said electricians hold a journeyman's license and have complied with all provisions set forth in this act. [*Gen. Acts, 1915, c. 296, § 8.*]

1085I. Penalty for misstatements by applicant. — Any person applying for a journeyman's license who makes any misstatement as to his experience or other

qualifications, or any person, firm or corporation subscribing to or vouching for any such misstatement, shall be liable to the penalties set forth in section four [see paragraph 1085D] of this act. [*Gen. Acts, 1915, c. 296, § 9.*]

1085J. Repeals. — All acts and parts of acts inconsistent herewith are hereby repealed. [*Gen. Acts, 1915, c. 296, § 10.*]

1085K. Act to take effect, when. — This act shall take effect upon its passage, except that its provisions imposing penalties shall not become operative until the board shall have been organized and at least sixty days shall have been allowed to enable applicants to secure licenses or certificates. [*Gen. Acts, 1915, c. 296, § 11.*]

15. PUBLIC EMPLOYMENT.

(See also under Workmen's Compensation and Pension and Retirement Systems.)

CIVIL SERVICE LAW.

1092A. Examinations, etc., of certain librarians and library workers. — The board of free public library commissioners is hereby authorized to determine by examination or by such rules as it may establish the selection and appointment of supervising librarians and all other library workers who are paid wholly or in part, under the authority of said board, from the treasury of the commonwealth.

The board shall keep a registry of librarians which shall give due credit for experience and successful accomplishment as well as for formal examination, in order to assist library trustees who seek advice from the board in securing qualified librarians and assistants.

Any expense incurred under this act shall be paid from the appropriation for expenses authorized by Acts, 1914, c. 373, § 2. [*Gen. Acts, 1915, c. 106, §§ 1, 2 and 3.*]

1098. Vendor or user of liquor ineligible. — Repealed by Gen. Acts, 1915, c. 76. Re-enacted in new form as follows: **1098A.** — No person habitually using intoxicating liquors to excess shall be appointed to or retained in any office, appointment or employment to which the provisions of this act [R. L., c. 19] apply. [*Gen. Acts, 1915, c. 76.*]

1113. Relating to removals, etc., in the civil service. — Every person now holding or hereafter appointed to an office classified under the civil service rules of the commonwealth, except members of the police department of the city of Boston, of the police department of the metropolitan park commission, and except members of the district police, whether appointed for a definite or stated term, or otherwise, who is removed therefrom, lowered in rank or compensation, or suspended, or, without his consent, transferred from such office or employment to any other, may, after a public hearing, as provided for by [Acts, 1905, c. 243], and within *thirty* days after such hearing, bring a petition in the police, district or municipal court within the judicial district where such person resides, addressed to the justice of the court and praying that the action of the officer or board in removing, suspending, lowering or transferring him may be reviewed by the court, and after such notice to such officer or board as the court may think necessary, it shall review the action of said officer or board, and hear *any* witnesses, and shall affirm said order unless it shall appear that said order was made by said officer or board without proper cause or in bad faith,

in which case said order shall be reversed and the petitioner be reinstated in his office. The decision of the justice of said police, district or municipal court shall be final and conclusive upon the parties. [*Acts, 1911, c. 624, as am. by Gen. Acts, 1915, c. 251.*]

1120A. Civil service rules applicable to employees of the house of correction. — All appointments to positions at the house of correction of the penal institutions departments of the city of Boston shall hereafter be made in accordance with the civil service law and rules of the commonwealth. No person now employed in said department shall be required to take a civil service examination in order to retain his present position.

This act shall take effect on January 1, 1916. [*Sp. Acts, 1915, c. 116, §§ 1 and 2.*]

1137A. Standardization of grades and compensation in civil engineering service to be investigated. — *Resolved*, That the commission on economy and efficiency be directed to make an investigation relative to the standardization of grades and compensation in the civil engineering service of the commonwealth, as indicated in house document No. 349 of the current year, and to report thereon with any recommendations which the commission may deem expedient, not later than the second Wednesday of January, 1916. [*Res. 1915, c. 132.*]

WAGES AND SALARIES.

1172A. Appointment and powers of stenographers in the county of Suffolk.

— The justices of the superior court, or a majority of them, shall appoint a stenographer for *each regular* session of said court held for civil business and for *each of the two divisions of the* session of said court held for criminal business within and for the county of Suffolk, and a stenographer for said court in all other counties. They may also, if the business of the court requires it, appoint an additional stenographer in any county except Suffolk, who shall serve when designated for duty. Each stenographer shall be an officer of the court and shall be sworn, and the same person may be appointed stenographer for more than one county. Such justices, or a majority of them, may remove said stenographers at any time, and may fill a vacancy which is caused by such removal or otherwise. [*R. L., c. 165, § 80, as am. by Gen. Acts, 1915, c. 142, § 1, and c. 295, § 1.*]

1172B. Salaries of Suffolk county stenographers. — Stenographers who are appointed for the sessions of the superior court for civil business with juries in the county of Suffolk and the *stenographers* appointed for the *session* of said court for criminal business in said county shall each receive an annual salary of twenty-five hundred dollars which shall be paid by the county; stenographers appointed for the sessions of said court without juries shall each receive such salary as the justices of said court shall establish, not exceeding twenty-five hundred dollars which shall be paid by the county. The stenographers appointed for the superior court for other counties which contain a population of more than two hundred thousand shall each receive such salary as the justices of said court shall establish, not exceeding twenty-five hundred dollars a year. [*R. L., c. 165, § 88, as am. by Gen. Acts, 1915, c. 142, § 2, and c. 295, § 2.*]

1177A. Salaries of elevator men employed by the county of Suffolk. — The elevator men employed by the county of Suffolk in the court house of the said county shall hereafter receive a salary of seven hundred and eighty dollars a year, payable in weekly instalments.

This act shall take effect upon its approval by the mayor and city council of the city of Boston. [*Gen. Acts, 1915, c. 186, §§ 1 and 2.*]

1178A. Pages to be paid certain extra compensation. — Each page in the department of the sergeant-at-arms shall receive two dollars for every mile of ordinary travelling distance from his place of abode to the place of the sitting of the general court, to be so allowed from January 1, 1915. [*Gen. Acts, 1915, c. 202.*]

HOURS OF LABOR.

1193A. Investigation concerning hours of labor of public employees. — [For text of Resolve, 1915, c. 137, see paragraph 1216B.]

VACATIONS, HALF HOLIDAYS AND "DAYS OFF."

1214A. "Days off" for members of fire departments of certain cities. — Members of the fire department of any of the cities hereinafter named which accepts the provisions of this act, as hereinafter provided, shall be excused from duty for one day out of every five days, without loss of pay. The time and the manner of so excusing them shall be determined by the chief, or other officer or board at the head of the fire department. [*Gen. Acts, 1915, c. 97, § 1.*]

1214B. Firemen's "day off" may be cancelled, when. — The chief, or other officer or board at the head of any such fire department shall have authority, in case of any public emergency, to prevent any member of the department from taking the day off herein provided for at the time when he is entitled thereto, or at the time assigned therefor, provided that such day off shall be granted to him as soon thereafter as is practicable; and such days shall be in addition to any annual vacation now or hereafter allowed to the members of said departments, and such annual vacation shall not be diminished on account of the days off herein provided for. [*Gen. Acts, 1915, c. 97, § 2.*]

1214C. Act to be submitted to voters of certain cities. — This act shall be submitted to the voters of the cities of Lowell, Taunton, Attleboro and Revere at the next municipal election therein, and shall take effect in any of the said cities upon its acceptance by a majority of the voters voting thereon; otherwise, it shall not take effect. [*Gen. Acts, 1915, c. 97, § 3.*]

1216A. Saturday half-holiday for certain employees of the Massachusetts Agricultural College. — The provisions of Acts, 1914, c. 688, and of the amendments thereof, relative to making Saturday a half-holiday for laborers, workmen and mechanics employed by or on behalf of the commonwealth and otherwise regulating their employment, shall apply to the Massachusetts Agricultural College. [*Gen. Acts, 1915, c. 288, § 1.*]

1216B. Investigation relative to half-holidays of laborers, workmen and mechanics. — *Resolved*, That the subject-matter contained in the bill relative to the hours of labor of public employees, printed as House Document No. 397, and in the bill relative to Saturday half-holidays for laborers, workmen and mechanics employed by or on behalf of the commonwealth, printed as House Document No. 2140, both of the current year, be referred to the commission on economy and efficiency for investigation. Said commission shall report the results of its investigation, together with such recommendations as it may deem advisable, to the next general court on or before the second Wednesday in January. [*Res. 1915, c. 137.*]

1219A. Vacations for laborers employed by cities and towns secured. —

Any city in which a majority of the voters at the last state election voted to accept the provisions of Acts, 1914, c. 217, may by vote of the city council, approved by the mayor, or by vote of the commission in any city under a commission form of government, require the heads of the executive departments to grant a vacation of two weeks without loss of pay to any person regularly employed by such city who is classified as a common laborer, skilled laborer, mechanic or craftsman in the labor service, as classified by the civil service commission, under regulations established by said commission for cities to which the labor rules adopted by the civil service commission are or may become applicable. If such vacations are authorized, they shall be granted by the heads of the executive departments, and shall begin at such times as in the opinion of the heads of the executive departments will cause the least interference with the performance of the regular work of the city. [*Gen. Acts, 1915, c. 60.*]

1219B. Half-holiday for county employees. — (Omitted from Handbook of Labor Laws, 1914.) They [the county commissioners] may allow one half-holiday in each week without loss of pay to county employees, including therein laborers, mechanics and all other classes of workmen, during such portions of the year as they may determine. [*R. L., c. 20, § 26.*]

16. RAILROAD LABOR.

HOURS OF LABOR AND "DAYS OFF."

1239. Hours of labor of motormen, conductors, etc. — A day's work for all conductors, guards, drivers, motormen, brakemen, *dispatchers* and gatemen who are employed by or on behalf of a street railway or elevated railway company shall not exceed 9 hours, and shall be so arranged by the employer that it shall be performed within 11 consecutive hours. No officer or agent of any such company shall require from said employees more than 9 hours' work for a day's labor. Threat of loss of employment or threat to obstruct or prevent the obtaining of employment by the employees, or threat to refrain from employing any employee in the future shall be considered coercion and "requiring", within the meaning of this section. But nothing herein shall prevent an employee of the character mentioned in this act, if he so desires, from working more hours than those prescribed in the act for extra compensation. [*Acts, 1906, c. 463, Pt. III, § 95, as last am. by Acts, 1913, c. 833, § 1, and by Gen. Acts, 1915, c. 277.*]

INJURIES TO RAILROAD EMPLOYEES.

1286. Action if death follows conscious suffering. — If the injury described in the preceding section [see Acts, 1909, c. 514, § 127], or an injury caused by the negligence of the employer himself, results in the death of the employee, and such death is not instantaneous or is preceded by conscious suffering, and if there is any person who would have been entitled to bring an action under the provisions of the following section [see Acts, 1909, c. 514, § 129] the legal representatives of said employee may, in the action brought under the provisions of the preceding section [see Acts, 1909, c. 514, § 127], recover damages for the death in addition to those for the injury; and in the same action under a separate count at common law, may recover damages for conscious suffering resulting from the same injury. [*Acts, 1909, c. 514, § 128, as am. by Gen. Acts, 1915, c. 179.*]

17. PRISON LABOR.

INDOOR LABOR.

1323A. Preparation of road material at the prison camp and hospital. — The superintendent of the prison camp and hospital at Rutland, may, with the approval of the board of prison commissioners, employ the prisoners confined in the camp section of the said prison camp and hospital in the preparation of road material, and for this purpose is authorized to use such machinery as said board may consider necessary. [*Gen. Acts, 1915, c. 260, § 1.*]

1323B. Investigation relative to widening a certain highway by prison labor. — *Resolved*, That the Massachusetts highway commission is hereby requested to make an investigation as to the expediency and probable cost of widening a highway between Boston and Worcester by way of the turnpike in Shrewsbury to such an extent as, in the opinion of the commission, may be desirable to shorten the route and otherwise to accommodate public travel, and also as to the expediency of employing the labor of prisoners in connection with said work. The commission shall report the result of its investigation to the next general court. [*Res. 1915, c. 60.*]

1335. Making of goods for the use of public institutions by the labor of prisoners. — For the purpose of determining the styles, designs and qualities of articles and materials to be made by the labor of prisoners for use in the public institutions in accordance with R. L., c. 225, § 45 [see Handbook of Labor Laws, 1914, paragraph 1330], the superintendents of institutions for the insane, the superintendents of other charitable institutions, and the officers in charge of penal and reformatory institutions, respectively, shall hold meetings annually in *May*. The day and place of each of said meetings shall be assigned by the prison commissioners who shall give to the officers concerned at least 10 days' notice thereof. If a superintendent or officer in charge is unable to be present at a meeting he may delegate one of his assistants to attend in his behalf. Each meeting shall organize by the choice of a chairman and clerk; and within one week after the meeting, these officers shall formally notify the prison commissioners of the styles, designs and qualities adopted by the meeting for use in each class of institutions. The expense of attending any of said meetings shall be repaid to the respective officers in the same way as other travelling expenses are paid; and any other expense of the meetings shall be paid from the Prison Industries Fund upon the approval of the prison commissioners. [*Acts, 1910, c. 414, § 1, as am. by Gen. Acts, 1915, c. 207, § 1.*]

1336. Descriptive list of styles, designs, etc., to be issued. — In *September* of each year the prison commissioners shall issue to said superintendents and officers in charge a descriptive list of the styles, designs and qualities of said articles and materials; and the requisitions named in [section 54, chapter 225 of the Revised Laws] shall conform to the said list, unless it appears that the needs of an institution demand a special style, design or quality. Any difference between the prison officials and the institutions in regard to styles, designs and qualities shall be submitted to arbitrators whose decision shall be final. One of said arbitrators shall be named on behalf of the prison by the chairman of the prison commissioners, one by the principal officer of the other institution concerned, and one by agreement of the other two. The arbitrators shall be chosen from the official service and shall receive no compensation for performance of any duty under this act; but their actual and

necessary expenses shall be paid by the prison or other institution against which their award is given. [*Acts, 1910, c. 414, § 2, as am. by Gen. Acts, 1915, c. 207, § 2.*]

1337. Estimate of styles, designs, etc., to be sent to the prison commissioners annually. — Annually in *November* the principal officers of all public institutions included by the terms of R. L., c. 225, § 45 [see Handbook of Labor Laws, 1914, paragraph 1330], shall send to the prison commissioners an estimate of the quantities of the articles and materials that will be needed for their respective institutions during the ensuing calendar year. Said estimates shall generally observe the styles, designs and qualities named in the descriptive list; and if any special style is desired in considerable quantity, the estimate shall contain a request that the prison commissioners will arrange for the manufacture of such special articles as may be needed. [*Acts, 1910, c. 414, § 3, as am. by Gen. Acts, 1915, c. 207, § 3.*]

1340A. Receipts from farm and poultry products. — Receipts from the sale of farm and poultry products or other materials produced by the labor of prisoners at the prison camp and hospital shall be paid into the treasury of the commonwealth monthly. So much thereof as may be necessary to pay the expense of providing machinery, equipment and other things necessary, including services of supervision to conduct the activities which produce the receipts above referred to, may be paid therefrom on schedules of vouchers approved by the superintendent and board of prison commissioners without specific appropriation. The surplus of the receipts remaining at the end of the fiscal year after making payments as above authorized shall be transferred and applied towards the maintenance expenses of said institution. [*Gen. Acts, 1915, c. 260, § 2.*]

RECLAMATION OF LANDS.

1352A. Power to release prisoners transferred. — All the powers of the board of prison commissioners to release a prisoner from the prison camp and hospital on permit to be at liberty, to revoke a permit so issued, and to return him to the prison camp and hospital, are hereby transferred to and vested in the board of parole for the state prison and the Massachusetts reformatory. [*Gen. Acts, 1915, c. 141.*]

1361. County commissioners may purchase or lease land for purposes of cultivation, etc. — The county commissioners of any county may purchase or lease land with funds specifically appropriated therefor by the general court for the purpose of improving and cultivating it by the labor of prisoners from a jail or house of correction; and the said commissioners may also make arrangements with the *Massachusetts highway commission* or with the officials of a city or town to work said prisoners on any highway or unimproved land, or with a private owner, to improve waste or unused land by means of such prison labor. When prisoners are so employed they shall be in the custody of the sheriff of the county. When land that is not the property of the county, or is a highway, is so improved, the owners thereof or those having in charge the highway shall pay to the county such sums as may be agreed upon between the county commissioners, sheriff, and the other parties in interest, for the labor of any prisoners employed thereon. [*Acts, 1913, c. 633, § 2, as am. by Acts, 1914, c. 180, and by Gen. Acts, 1915, c. 177.*]

18. HOUSING.

PLANNING BOARDS.

1390A. Powers and duties of planning boards may be enlarged. — A town planning board may, if so authorized by vote of the town, act as park commissioners therein, and may be vested with all the powers and duties now or hereafter by law vested in the park commissioners of towns. [*Gen. Acts, 1915, c. 165.*]

OTHER HOUSING LAWS.

1391A. Public lodging houses in certain cities. — In cities of over fifty thousand inhabitants every building not licensed as an inn, in which ten or more persons are lodged for a price of twenty-five cents or less for each person for a day of twenty-four hours, or for any part thereof, shall be deemed a public lodging house within the meaning of this act. *No building or part thereof hereafter erected, altered or converted to be used as such a public lodging house shall have the sleeping compartments arranged on the cubicle plan.* [*Acts, 1904, c. 242, § 1, as affected by Acts, 1911, c. 129, and as am. by Gen. Acts, 1915, c. 160.*]

1396A. Relieving congestion of population and providing homes for citizens. — *Resolved*, That the following article of amendment to the constitution, having been agreed to by the last and present general court and published in the manner required by the constitution, be submitted to the people for their ratification and adoption: —

ARTICLE OF AMENDMENT.

The general court shall have power to authorize the commonwealth to take land and to hold, improve, subdivide, build upon and sell the same, for the purpose of relieving congestion of population and providing homes for citizens: *provided, however*, that this amendment shall not be deemed to authorize the sale of such land or buildings at less than the cost thereof.

Resolved, That the people shall be assembled for the purpose aforesaid, in their respective polling places in the several cities and towns in meetings to be legally warned, and held on Tuesday, the second day of November next, at which meetings all persons qualified to vote for state officers may give in their votes by ballot for or against said article of amendment; and the same officers shall preside in said meetings as in meetings for the choice of state officers, and shall, in open meetings receive, sort, count and declare the votes for and against the said article of amendment; and the said votes shall be recorded by the clerks of said cities and towns, and true returns thereof shall be made out under the hands of the mayor and aldermen or board having the powers of aldermen, and of the selectmen, or a major part of them, and of the clerks of the said cities and towns, respectively, and sealed up, and, within ten days after the said meetings, transmitted to the secretary of the commonwealth. So far as the same can be made applicable, the provisions of law applicable to the election of state officers shall apply to the taking of the vote on said article of amendment.

Resolved, That every person qualified to vote as aforesaid may express his opinion on said article of amendment, and the following words shall be printed on the ballot: — Shall the proposed amendment to the constitution, empowering the general court to authorize the taking of land to relieve congestion of population and to provide homes for citizens be approved and ratified?

YES.	<input type="checkbox"/>
NO.	<input type="checkbox"/>

And if said article shall appear to be approved by a majority of the persons voting thereon, it shall be deemed and taken to be ratified and adopted by the people.

Resolved, That his excellency the governor and the council shall forthwith open and examine the votes returned as aforesaid; and if it shall appear that said article of amendment has been approved by a majority of the persons voting thereon, according to the votes returned and certified as aforesaid, the same shall be enrolled on parchment and deposited in the secretary's office as a part of the constitution of the commonwealth, and shall be published in immediate connection therewith, numbered according to its numerical position, with the articles of amendment of the constitution heretofore adopted, in all future editions of the laws of the commonwealth printed by public authority.

Resolved, That his excellency the governor is hereby authorized and requested to issue his proclamation forthwith after the examination of the votes returned as aforesaid, reciting said article of amendment and announcing that the article has duly been adopted and ratified by the people of the commonwealth, and thus becomes a part of the constitution thereof, and requiring all magistrates and officers and all citizens of the commonwealth to take notice thereof and govern themselves accordingly, or that said article of amendment has been rejected, as the case may be. [*Res. 1915, c. 129.*]

19. MISCELLANEOUS.

1411. Employers may form mutual companies to insure against certain industrial accidents. — Ten or more persons who are residents of this commonwealth may form an insurance company on the mutual plan to insure any person, firm or corporation against loss or damage to property of the assured and loss or damage to the life, person or property of another, for which the assured is liable, caused by the explosion of steam boilers, tanks, or other receptacles under pressure, or their connections, or by the breakage or rupture of machinery or fly wheels; or against loss of use and occupancy caused thereby. The corporation shall be formed in the manner described in, and be subject to, the provisions of R. L., c. 110, §§ 15 to 20 inc., except as is otherwise provided herein. Mutual companies doing business and organized, prior to March 1, 1915, to transact steam boiler insurance may have and exercise all the rights and powers conferred by this section upon companies which may be organized hereunder. [*Gen. Acts, 1915, c. 178, § 1.*]

1412. General insurance laws applicable. — A corporation formed as aforesaid shall be subject to all general laws now or hereafter in force applicable to domestic insurance companies, and, except as is otherwise provided herein, to all general laws now or hereafter in force applicable to mutual fire insurance companies. [*Gen. Acts, 1915, c. 178, § 2.*]

1413. Certain restrictions upon issuing policies. — No policy shall be issued by a corporation formed as aforesaid, until insurance has been applied for to the amount of one million dollars upon not less than one hundred separate risks, or until such corporation has made arrangements for its protection in the case of an excessive loss caused by any one disaster. Such protection may be afforded to a corporation formed as aforesaid, or to any existing mutual steam boiler insurance company, by any company authorized to write the same class of insurance in this commonwealth, or by an insurer not authorized to transact insurance business in Massachusetts in cases where re-insurance in authorized companies cannot be secured at reasonable

rates; but, if re-insurance is obtained from an insurer not authorized to transact business in Massachusetts, any such arrangement shall be in writing and shall be subject to the approval of the insurance commissioner. [*Gen. Acts, 1915, c. 178, § 3.*]

1414. Trustees of the Massachusetts Agricultural College may sell and convey certain lands to employees thereof. — The trustees of the Massachusetts Agricultural College are hereby authorized to sell and convey from time to time, in the name and on behalf of the commonwealth, parcels of land from the college estate owned by the commonwealth in the towns of Amherst and Hadley, to any professor, instructor, teacher or employee of said college or of the Massachusetts agricultural experiment station, or to any society, association or fraternity established at said college, not exceeding one acre to any such person, society, association or fraternity; and the trustees may impose any restrictions and conditions in such conveyances which they may deem necessary; but no such sale or conveyance shall become operative until it shall have been approved by the governor and council.

The proceeds accruing from sales of land [as above] shall be paid into the treasury of the commonwealth.

Acts, 1912, c. 638 is hereby repealed. [*Sp. Acts, 1915, c. 329, §§ 1, 2 and 3.*]

1415. Special investigation with respect to persons with defective eyesight. — *Resolved*, That there shall be allowed and paid out of the treasury of the commonwealth the sum of fifteen hundred dollars, to be expended by the Massachusetts commission for the blind for salaries and expenses of special investigation and other work for persons whose eyesight is seriously defective or who are liable to become visually handicapped or blind; this work to include advice and co-operation as to suitable education for children of school age, vocational guidance and industrial aid in individual cases of adults and minors above school age, and study of similar work done in other states and countries. [*Res. 1915, c. 40.*]

1416. Name of South End Industrial School changed. — The name of the South End Industrial School, a corporation organized under the laws of the commonwealth, is hereby changed to Norfolk House Centre. [*Sp. Acts, 1915, c. 147, § 1.*]

1417. Purposes enlarged. — The purpose of said corporation shall be to foster better homes and better citizenship through industrial classes and by such other means as may from time to time be adopted. [*Sp. Acts, 1915, c. 147, § 2.*]

II.

INDEX TO BILLS AFFECTING LABOR INTRODUCED DURING
THE LEGISLATIVE SESSION OF 1915.

ABBREVIATIONS.

General. Ac., Accepted; Adop., Adopted; Am., Amended; G., General Acts; H., House; H. B., House Bill; L. W., Leave to Withdraw; N. D., New Draft; N. G. C., Next General Court; N. L., No Legislation Necessary; N. P., Ought Not to Pass; O. P., Ought to Pass; Ref., Reference; Rej., Rejected; Rep., Reported; Rep. Ch., Reported Changed; Res., Resolve; S., Senate; S. B., Senate Bill; Sp., Special Act; Sub., Substituted.

Committees. Ag., Agriculture; B. and B., Banks and Banking; B. 3d R., Bills in Third Reading; Cit., Cities; Cons. Am., Constitutional Amendments; Cos., Counties; Ed., Education; F. R., Federal Relations; F. and G., Fisheries and Game; H. B. 3d R., House Bills in Third Reading; H. W. and M., House Ways and Means; Ins., Insurance; J. J., Joint Judiciary; Jt. R., Joint Rules; Jt. W. and M., Joint Ways and Means; La., Labor; L. A., Legal Affairs; M. A., Military Affairs; M. F., Municipal Finance; Mer. Aff., Mercantile Affairs; Met. Aff., Metropolitan Affairs; P. H., Public Health; P. I., Public Institutions; P. L., Public Lighting; P. S., Public Service; R. and B., Roads and Bridges; R. R., Railroads; S. B. 3d R., Senate Bills in Third Reading; S. H. and L., State House and Libraries; S. Rys., Street Railways; S. W., Social Welfare; S. W. and M., Senate Ways and Means; Tax., Taxation; W. and M., Ways and Means.

A. ADMINISTRATIVE PROVISIONS.

1. CIVIL SERVICE COMMISSION.

House or Senate Bill	TITLE OF THE BILL.	Committee to which referred	Report of the Commit- tee	Final Dis- position	Chapter Num- ber if En- acted
H. 245	Experimental yards or stations (based on H. 243),	P. S.	N. L.	Ac.	-
H. 246	Certain appointments to be approved (based on H. 243).	Met. Aff.	N. L.	Ac.	-
H. 247	Duplicating machines, use of power in running (based on H. 243).	S. H. & L.	N. L.	Ac.	-
H. 248	Preservation of records (based on H. 243), . . .	J. J.	Rep.	-	6 G.
H. 760	Civil service, to increase efficiency of, . . .	P. S.	N. G. C.	Ac.	-

2. STATE BOARD OF LABOR AND INDUSTRIES.

S. 202	Motion picture films, licensing of,	Mer. Aff.	N. G. C.	Ac.	-
S. 264	Suspension of certain laws,	J. J.	L. W.	Ac.	-
S. 378	Labor Laws, compilation of, by the Commissioner,	La.	Rep.	-	Res. 15
H. 471	Abolition of the Board,	S. W.	L. W.	Ac.	-
H. 550	District police inspectors transferred to Board, . .	P. S.	N. G. C.	Ac.	-
H. 1514	Inspectors, appointment of,	La.	Rep.	-	74 G.

3. INDUSTRIAL ACCIDENT BOARD.

S. 28	Depositions, taking of, outside the Commonwealth,	L. A.	S. 432	-	-
S. 196	Person to be designated to act for cities and towns,	J. J.	N. G. C.	H. Sub. S. 477. ¹	-
S. 262	Depositions, taking of, outside the Commonwealth,	L. A.	S. 432	-	-

¹ See under *Public Employees, Compensation for Injuries to*, on page 75.

3. INDUSTRIAL ACCIDENT BOARD — *Concluded.*

House or Senate Bill	TITLE OF THE BILL.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
S. 342	Salaries and expenses of the Board,	P. S.	Rep.	S. Sub. S. 472.	-
S. 343	Inspectors, appointment of,	P. S.	N. G. C.	Ac.	-
S. 432	Depositions, taking of, outside the State (based on S. 28, S. 262, H. 1623).	L. A.	Rep.	-	123 G.
S. 472	Salaries and expenses of the Board,	-	-	Sub. by S. for S. 342.	-
				S. Sub. S. 553.	-
S. 553	Salary of the present Secretary,	-	-	Sub. by S. for S. 472.	-
		H. W. & M.	N. G. C.	Ac.	-
S. 580	Rate making bureau for Workmen's Compensation (based on S. 543).	J. J.	Rep.	Rej. by S.	-
H. 1084	Membership of the Board,	J. J.	L. W.	Ac.	-
H. 2007	Procedure under the Workmen's Compensation Act (based on H. 1623).	J. J.	-	-	275 G.

4. DISTRICT POLICE.

H. 20	Appointment of more inspectors (based on H. 18),	P. S.	N. G. C.	Ac.	-
H. 21	Building inspectors, appointment of (based on H. 18).	P. S.	N. G. C.	Ac.	-
H. 22	Employment of expert assistance in the enforcement of statutes relative to explosives (based on H. 18).	P. S.	N. G. C.	-	-
		P. S.	H. 2022	-	-
H. 550	Transfer of members to Board of Labor and Industries.	P. S.	N. G. C.	Ac.	-
H. 1910	Boiler Inspection Department and the Board of Boiler Rules, consolidated.	Mer. Aff.	H. 2083	-	-
H. 2022	Laboratory for the detective department (based on H. 18, H. 22).	P. S.	Rep.	-	-
		H. W. & M.	O. P.	-	220 G.
H. 2083	Steam engineering and boiler inspection, bureau of (based on H. 1910).	Mer. Aff.	Rep.	Rep. N. P.	-
		H. W. & M.	N. P.	Rej. by H.	-

5. STATE BOARD OF CONCILIATION AND ARBITRATION.

H. 987	State Board of Arbitration, creation of, . . .	La.	L. W.	Ac.	-
H. 1624	Salaries of the members,	P. S.	N. G. C.	Ac.	-

6. MINIMUM WAGE COMMISSION.

H. 259	Posting of information in factories (based on H. 257),	S. W.	Rep.	-	65 G.
H. 260	Annual report (based on H. 257),	S. W.	N. L.	S. Sub. bill	-
		S. W. & M.	N. P.	Rej. by S.	-
H. 472	Powers of the Commission, increase of, . . .	S. W.	L. W.	Ac.	-

7. HOMESTEAD COMMISSION.

H. 638	Membership of the Commission (based on H. 635),	S. W.	Rep.	-	129 G.
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8. OTHER COMMISSIONS.

H. 1017	Fire prevention Commissioner, appeals from findings of.	Met. Aff.	L. W.	Ac.	-
H. 1018	Fire prevention Commissioner, inspectors for,	Mer. Aff.	L. W.	Ac.	-

B. GENERAL PROVISIONS.

1. EMPLOYMENT.

House or Senate Bill	TITLE OF THE BILL.	Committee to which re- ferred	Report of the Commit- tee	Final Dis- position	Chapter Num- ber if En- acted
a. State Free Employment Offices.					
H. 17	Board of Labor and Industries, transfer to, . . .	L. A.	N. L.	Ac.	-
H. 118	Cities and towns, to be established by, . . .	L. A.	L. W.	Ac.	-
H. 434	Lynn, bureau to be established in, . . .	L. A.	L. W.	Ac.	-
H. 435	Board of Labor and Industries, transfer to, . . .	L. A.	L. W.	Ac.	-
H. 855	Lowell, employment office for, . . .	L. A.	L. W.	Ac.	-
H. 1110	Board of Labor and Industries, transfer to, . . .	L. A.	L. W.	Ac.	-
H. 1525	Board of Labor and Industries, transfer to and number increased.	L. A.	L. W.	Ac.	-
b. Employment of Public School Teachers.					
S. 182	Courses for preparing teachers, . . .	Ed.	Rep.	-	189 Sp.
S. 294	Applicants for positions, religious belief of, . . .	Ed.	Rep.	H. Sub. H. 1962.	-
H. 568	Teachers in Superintendency Unions, certification of.	Ed.	N. G. C.	Ac.	-
H. 1817	Certificates to eligibles, granting of (printed for use of the Com. on Education).	-	-	-	-
H. 1962	Religious belief of applicants, . . .	Ed.	O. P.	H. Sub. H. 2116	-
H. 2116	Religious belief of applicants, . . .	-	-	Sub. by H. for H. 1962 & S. 294 Rej. by S.	-
c. Unemployment.					
S. 370	Employment of certain needy persons (based on H. 1465, H. 1594).	Ag. H. W. & M.	Rep. Rep.	- -	- Res. 2
S. 419	State Forester to employ certain needy persons (based on H. 1764).	Ag. H. W. & M.	Rep. Rep.	- -	- Res. 23
S. 513	Contributions of money for relief of needy persons (based on H. 1764).	Ag. H. W. & M.	Rep. O. P.	- -	- Res. 98
S. 1307	Employment of certain needy persons, . . .	S. W.	L. W.	Ac.	-
H. 1465	Commission for unemployment (based on S. 1), . .	Ag.	Rep.	H. Sub. H. 1594	-
H. 1574	Unemployed, certain work for, . . .	S. W.	L. W.	Ac.	-
H. 1594	Commission on the unemployed, establishment of,	-	-	Sub. for H. 1465 by H. Rej. by S.	-
H. 1595	Parks, work to be provided on (based on S. 1), . .	Met. Aff. W. & M.	Rep. O. P.	- -	- 4 G.
H. 1596	Parks, work on, to be provided, . . .	Met. Aff. H. W. & M.	Rep. O. P.	- -	5 G.
H. 1670	State Forester to employ certain needy persons, .	H. W. & M.	Rep.	-	127 Sp.
H. 1918	State Forester to employ certain needy persons, .	H. W. & M.	Rep.	-	284 Sp.
d. Miscellaneous.					
H. 1505	Employees, contracts restricting employment, . .	J. J.	L. W.	Ac.	-

2. INDUSTRIAL SAFETY AND SANITATION.

House or Senate Bill	TITLE OF THE BILL.	Committee to which re- ferred	Report of the Commit- tee	Final Dis- position	Chapter Num- ber if En- acted
a. Industrial Safety.					
S. 284	Automatic sprinklers for certain buildings, . . .	Mer. Aff.	N. G. C.	Ac.	-
S. 303	Fire drills in factories,	La.	H. 1868	-	-
H. 19	Steam boilers, inspection of (based on H. 18), . .	Mer. Aff.	N. G. C.	Ac.	-
H. 345	Gas shut-offs for factories,	P. L.	H. 1550	-	-
H. 554	Emergency rooms in factories,	S. W.	H. 1944	-	-
H. 752	Gas cut-offs on factories,	P. L.	H. 1550	-	-
H. 1017	Fire Prevention Commissioner, appeals from find- ings of.	Met. Aff.	L. W.	Ac.	-
H. 1018	Fire Prevention Commissioner, inspectors for, .	Mer. Aff.	L. W.	Ac.	-
H. 1117	Inflammable fluids, keeping of,	Mer. Aff.	N. G. C.	Ac.	-
H. 1378	Protective signal systems in factories,	La.	H. 1868	-	-
H. 1550	Gas shut-offs, investigation relative to use of (based on H. 345, H. 752).	P. L.	Rep.	-	-
H. 1868	Fire drills and signal systems for factories (based on S. 303, H. 1378).	H. W. & M. La.	O. P. Rep.	H. Sub. H. 1940	Res. 27 -
H. 1901	Steam boilers and fly wheels, mutual companies to insure.	Ins.	Rep. Ch.	-	178 G.
H. 1940	Fire drills and signal systems for factories (based on H. 1868).	B. 3d R.	Rep.	Rej. by S.	-
H. 1944	Emergency rooms in factories (based on H. 554), .	S. W.	Rep.	Am. by S.	216 G.
b. Industrial Sanitation.					
H. 388	Lighting, ventilation and cleanliness of factories (based on H. 387).	La.	N. L.	Ac.	-
H. 389	Prosecutions of violations of the laws relative to factories (based on H. 387).	La.	Rep.	-	116 G.
H. 390	Sanitary and protective devices in factories (based on H. 387).	La.	Rep.	-	69 G.
H. 391	Receptacles for expectoration in factories (based on H. 387).	La.	N. L.	Ac.	-
H. 392	Drinking water in industrial establishments (based on H. 387).	La.	Rep.	-	117 G.
H. 716	Opaque glass windows prohibited,	Mer. Aff.	L. W.	Ac.	-
H. 741	Suction shuttles, use of prohibited,	P. H.	L. W.	Ac.	-
H. 1882	Industrial home work, regulation of,	S. W.	N. G. C.	Ac.	-

3. WOMEN AND CHILDREN.

a. School Attendance and Attendance Officers.					
H. 42	School attendance of minors (based on H. 33), . .	Ed.	Rep. Ch.	-	78 G.
H. 579	School attendance, compulsory, when,	Ed.	L. W.	Ac.	-
H. 665	School attendance and employment of minors, . .	Ed.	H. 1727	-	-
H. 959	Minors, part-time school for,	Ed.	H. 1866	-	-
H. 1355	School attendance of minors,	Ed.	L. W.	Ac.	-
H. 1727	School attendance of minors (based on H. 665), .	Ed.	Rep.	-	81 G.
H. 1866	Part-time school attendance for minors (based on H. 959).	Ed.	Rep.	Rej. by H.	-

3. WOMEN AND CHILDREN — *Concluded.*

House or Senate Bill	TITLE OF THE BILL.	Committee to which re- ferred	Report of the Commit- tee	Final Dis- position	Chapter Num- ber if En- acted
	b. Employment of Women and Children.				
H. 163	Children under 16, shorter hours for,	S. W.	L. W.	Ac.	-
H. 388	Lighting, ventilation and cleanliness in factories (based on H. 387).	La.	N. L.	Ac.	-
H. 393	Employment certificates, penalty for altering (based on H. 387).	La.	Rep.	-	70 G.
H. 394	Bowling alleys, employment of minors in (based on H. 387).	S. W.	N. L.	Ac.	-
H. 625	Minors, age in certain industries raised to 16, .	S. W.	L. W.	Ac.	-
H. 850	Women, moving boxes in factories,	La.	Rep.	-	27 G.
H. 959	Minors, part-time work for,	Ed.	H. 1866 ¹	-	-
H. 1237	Minors, employed in theatrical performances, .	S. W.	L. W.	Ac.	-
H. 1944	Emergency rooms in factories (based on H. 554), .	S. W.	Rep.	Am. by S.	216 G.
	c. Wages and Hours for Women and Children.				
S. 200	Hours of labor in cases of emergency,	S. W.	L. W.	Ac.	-
H. 163	Children under 16, shorter hours for,	S. W.	L. W.	Ac.	-
H. 258	Records of hours of employment (based on H. 257),	S. W.	N. L.	Ac.	-
H. 298	Federal control of hours,	F. R.	Rep.	Adop. by H. & S.	-
H. 355	Hours reduced to eight,	S. W.	L. W.	Ac.	-
H. 395	Meal hours regulated (based on H. 387),	S. W.	N. L.	Ac.	-
H. 401	Hours of employment (based on H. 387),	S. W.	N. L.	Ac.	-
H. 920	Overtime employment,	S. W.	Rep.	-	57 G.

4. WAGES.

	a. General Topics.				
S. 476	Officers, directors and employees of trust companies (based on H. 1204, H. 1205).	B. & B.	Rep.	-	219 G.
S. 589	Income taxation, special commission to investigate (based on S. 563).	Tax.	Rep.	-	-
H. 259	Information, posting of, in factories (based on H. 257).	H. W. & M. S. W.	O. P. Rep.	-	Res. 134 65 G.
H. 398	Hotel employees, weekly payments to (based on H. 387).	La.	Rep.	Rej. by S.	-
H. 524	Employees of gas companies, right of petitions, .	J. J.	L. W.	Ac.	-
H. 851	Fines for poor work prohibited,	La.	L. W.	Ac.	-
H. 1204	Officers, directors and employees of trust com- panies.	B. & B.	S. 476	-	-
H. 1205	Officers, directors and employees of trust com- panies.	B. & B.	S. 476	-	-
H. 1515	Buildings, employees constructing,	La.	Rep.	-	75 G.
H. 1983	Building trades, wages in (based on S. 27 and H. 113, 114, 845, 1242, 1243).	L. A.	Rep.	H. Sub. H. 2027	-
H. 2027	Weekly payment of wages,	-	-	Sub. by H. for H. 1983	214 G.
H. 2173	Res. submitting income tax to the people, . . .	Cons. Am.	Rep.	-	Res. 140

¹ See under *School Attendance and Attendance Officers*, on page 71.

4. WAGES — *Concluded.*

House or Senate Bill	TITLE OF THE BILL.	Committee to which re- ferred	Report of the Commit- tee	Final Dis- position	Chapter Num- ber if En- acted
b. Attachment and Assignment.					
S. 20	Boston, employees of,	L. A.	L. W.	Ac.	-
S. 72	Attachments, prevention of excessive,	L. A.	L. W.	Ac.	-
H. 702	Assignment of wages (based on H. 856, H. 1108), .	La.	Rep.	Rej. by S.	-
H. 856	Assignment of wages,	L. A.	H. 702	-	-
H. 1108	Assignment of wages,	L. A.	H. 702	-	-
H. 1243	Materials and labor for public works, protection of persons furnishing.	J. J.	- ¹	-	-
H. 1254	Jewelry, prohibit assigning wages for purchases of,	La.	L. W.	Ac.	-
H. 1502	Trustee process upon employers, service of,	J. J.	L. W.	Ac.	-
c. Liens for Labor.					
S. 27	Payment for tools and machinery used in the con- struction of public works.	J. J.	- ²	-	-
S. 263	Monuments, in cemeteries, liens on,	J. J.	L. W.	Ac.	-
H. 113	Bonds to be filed for protection of workmen, .	J. J.	- ¹	-	-
H. 114	Bonds to be filed for the protection of wages, .	J. J.	- ¹	-	-
H. 845	Liens for labor on real estate,	J. J.	- ¹	-	-
H. 1085	Liens on buildings and land,	J. J.	- ¹	-	-
H. 1242	Liens on buildings and land,	J. J.	- ¹	-	-
H. 1600	Report of The Building Commission,	J. J.	- ¹	-	-
H. 1980	Procedure for enforcement of liens (based on H. 113, 114, 845, 1085, 1242, 1243, 1600; S. 27).	J. J.	Rep.	-	237 G.
H. 1981	Municipal liens for public improvements (based on H. 113, 114, 845, 1085, 1242, 1243, 1600; S. 27, 50).	J. J.	Rep.	-	227 G.
H. 1982	Recording of liens (based on H. 113, 114, 845, 1085, 1242, 1243, 1600; S. 27).	J. J.	Rep.	H. Sub. H. 2065	-
H. 1984	Labor and materials on buildings, etc. (based on H. 113, 114, 845, 1085, 1242, 1243, 1600; S. 27).	J. J.	Rep.	H. Sub. H. 2034	-
H. 1985	Heating apparatus, plumbing goods, etc. (based on H. 113, 114, 845, 1085, 1242, 1243, 1600; S. 27).	J. J.	Rep.	Rej. by H.	-
H. 2034	Labor and materials on buildings, etc.,	-	-	Sub. by H. for H. 1984 N. D. H. 2053	-
H. 2053	Labor and materials on buildings and land, . . .	-	-	N. D. for H. 2034 by H.	292 G.
H. 2065	Recording of mortgages and liens,	B. 3d R.	Rep.	Am. by S. Sub. by H. for H. 1982	226 G.

5. WORKMEN'S COMPENSATION AND EMPLOYERS' LIABILITY.

a. Employers' Liability.					
H. 840	Employers' Liability Act, damages recoverable for death under.	J. J.	H. 1934	-	-
H. 1934	Employers' Liability Act, damages recoverable for death under (based on H. 840).	J. J.	Rep.	-	179 G.

¹ Reported H. B. 1980 to 1985, inclusive.² Reported H. B. 1980 to 1983, inclusive.

5. WORKMEN'S COMPENSATION AND EMPLOYERS' LIABILITY — *Continued.*

House or Senate Bill	TITLE OF THE BILL.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
b. Workmen's Compensation.					
S. 13	Compensation, to begin, when,	J. J.	N. G. C.	H. Sub. bill Rej. by S.	-
S. 14	Maximum weekly compensation,	J. J.	N. G. C.	H. Sub. bill Rej. by S.	-
S. 56	Additional methods of compensating employees, .	J. J.	L. W.	Sub. by S. for H. 305 Rej. by H.	-
S. 197	Legal status of minors,	J. J.	N. G. C.	H. Sub. H. 2016	-
S. 198	Assessments, not to be levied on employees, .	J. J.	L. W.	S. Sub. bill Rej. by S.	-
S. 199	Workmen injured outside the State, compensation for.	J. J.	L. W.	Ac.	-
S. 493	Benefits, prompt payment of, secured (based on H. 200).	J. J. S. B. 3d R.	Rep. S. 493	Am. by S.	183 G.
S. 580	Rate making bureau, establishment of (based on S. 543).	J. J.	Rep.	Rej. by S.	-
H. 107	Compensation to begin, when,	J. J.	N. G. C.	-1	-
H. 108	Time of payment for injuries,	J. J.	L. W.	Ac.	-
H. 109	Married men, compensation for injuries, . .	J. J.	N. G. C.	H. Sub. bill Rej. by S.	-
H. 200	Benefits, prompt payment of, secured (based on H. 199).	J. J. S. B. 3d R.	Rep. S. 493	Am. by S.	-
H. 305	Additional methods of compensating employees, .	J. J.	L. W.	S. Sub. S. 56	-
H. 306	Compensation, when to begin,	J. J.	N. G. C.	-1	-
H. 307	Compensation, when to begin,	J. J.	N. G. C.	-1	-
H. 308	Compensation, when to begin,	J. J.	N. G. C.	-1	-
H. 522	Compensation, when to begin,	J. J.	N. G. C.	-1	-
H. 526	Compensation to young and inexperienced workmen.	J. J.	N. G. C.	Sub. by S. for H. 2016	236 G.
H. 686	Waiver of legal rights in certain cases, . . .	J. J.	L. W.	Ac.	-
H. 687	Compensation, when to begin,	J. J.	N. G. C.	-1	-
H. 688	Chauffeurs, compensation for,	J. J.	L. W.	Ac.	-
H. 689	Insurance companies not to become subscribers to the association.	J. J.	L. W.	Ac.	-
H. 841	Medical services,	J. J.	L. W.	Ac.	-
H. 842	Costs and disbursements in court proceedings, .	J. J.	L. W.	Ac.	-
H. 978	Specified injuries, compensation for,	J. J.	N. G. C.	-1	-
H. 979	Eyesight, damages for loss of or injury to, . .	J. J.	N. G. C.	-1	-
H. 980	Appeals under the Act,	J. J.	Rep.	-	132 G.
H. 1090	Trustees, appointment of,	J. J.	L. W.	Ac.	-
H. 1091	Waiting period and maximum payments, . .	J. J.	N. G. C.	-1	-
H. 1092	Compensation, when to begin,	J. J.	N. G. C.	-1	-
H. 1093	Injured minors, average weekly wages of, . .	J. J.	N. G. C.	H. Sub. H. 2016	-
H. 1239	Compensation, when to begin,	J. J.	N. G. C.	-1	-
H. 1240	Compensation, when to begin,	J. J.	N. G. C.	-1	-
H. 1509	"Dependents" defined,	J. J.	N. G. C.	-1	-
H. 2008	Compensation of employees, etc. (based on H. 1623),	J. J.	Rep.	Rej. by H.	-

¹ H. substituted S. 13, S. 14, and H. 109 for this report.

5. WORKMEN'S COMPENSATION AND EMPLOYERS' LIABILITY — *Concluded.*

House or Senate Bill	TITLE OF THE BILL.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
	b. Workmen's Compensation — Con.				
H. 2016	Compensation of minors,	-	-	-1	-
H. 2073	Compensation for injuries, and other amendments (based on H. 1623, H. 2008).	H. B. 3d R.	Rep.	Rej. by S.	-
H. 2074	Amendments to the Act (based on H. 1623, H. 2008),	H. B. 3d R.	Rep.	Rej. by S.	-
	c. Massachusetts Employees' Insurance Association and other Companies.				
S. 429	Mutual companies of employees may issue policies (based on S. 835).	Ins.	Rep.	Am. by S.	181 G.
S. 521	Association, rights and powers,	-	-	-2	314 Sp.
S. 581	Policies to be approved by Insurance Commissioner (based on S. 543).	J. J.	Rep.	-	287 G.
S. 582	Liability rates and classifications regulated (based on S. 543).	J. J.	Rep.	Rej. by S.	-
S. 583	Discrimination prohibited (based on S. 543),	J. J.	Rep.	Rej. by S.	-
S. 584	Reinsurance of risks in unauthorized companies (based on S. 543).	J. J.	Rep.	Rej. by S.	-
S. 835	Mutual companies of employers may issue policies,	Ins.	S. 429	-	-
H. 427	Employers may carry their own risks,	J. J.	L. W.	-3	-
H. 1508	Association, rights and powers,	J. J.	Rep.	S. Sub. S. 521	-
	d. Public Employees, Compensation for Injuries to.				
S. 95	Policemen and firemen, compensation for injuries,	J. J.	L. W.	Ac.	-
S. 196	Responsibility of cities, towns, etc., fixed, . .	J. J.	N. G. C.	H. Sub. S. 477	-
S. 477	Responsibility of cities, towns, etc., fixed (based on H. 1623).	-	-	Sub. by H. for S. 196	244 G.
H. 1171	Policemen and firemen, payments to, when injured,	S. W. H. W. & M.	Rep. Ch. N. P.	Rej. by S.	-
H. 1241	Boston Transit Commission, injuries to workmen and mechanics.	J. J.	Rep.	-	270 Sp.

6. PENSION AND RETIREMENT SYSTEMS.

	a. Employees of the Commonwealth.				
H. 781	Certain women employees of the Sergeant-at-Arms, pensioning of.	S. W.	L. W.	Ac.	-
H. 1169	Retirement system for public employees, . .	S. W. H. W. & M.	Rep. N. G. C.	Am. by H.	-
H. 1308	Justices of the Supreme Court, retirement of,	S. W. H. W. & M.	Rep. N. P.	Rej. by H.	-
H. 1312	Veterans, pensions for,	S. W. W. & M.	Rep. O. P.	-	95 G.
H. 1573	Serubwomen, pensions for,	S. W. W. & M.	L. W. N. P.	Ac.	-
H. 1977	Retirement Act amended,	S. W. H. W. & M.	Rep.	Ac.	-
	b. Public School Teachers.				
S. 331	Boston teachers' Act amended,	M. F.	Rep.	S. Sub. S. 491	-
S. 464	Boston teachers' Act amended (based on H. 1442),	S. W.	Rep.	Rej. by S.	-
S. 491	Boston teachers' Act amended,	-	-	Sub. for S. 331 by S.	304 Sp.
H. 916	Public school teachers, Act amended,	S. W.	L. W.	Ac.	-
H. 1170	Boston, permanent school pension fund for, .	S. W.	Rep.	Rej. by H.	-

¹ Substituted by H. for S. 197 and H. 1093; S. substituted H. 526.² Substituted by S. for H. 1508; amended by S.³ S. substituted S. 56 (see under b), which was rejected by S.

6. PENSION AND RETIREMENT SYSTEMS — *Continued.*

House or Senate Bill	TITLE OF THE BILL.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
b. Public School Teachers — Con.					
H. 1305	Pensioning of certain teachers,	S. W.	L. W.	Ac.	-
H. 1306	Boston teachers' retirement fund,	S. W.	Rep.	Rej. by H.	-
H. 1442	Boston teachers' Act amended,	S. W.	S. 464	-	-
H. 1443	Boston school pension fund, payments to, . .	S. W.	L. W.	Ac.	-
H. 1570	State Normal School teachers,	S. W. H. W. & M.	Rep. H. 1976 H. 1977	- - -	- -
H. 1976	General Act for teachers amended (based on H. 1570).	S. W. H. W. & M.	Rep. Rep.	- - }	197 G.
H. 1977	Teachers Retirement Association (based on H. 1570).	S. W. H. W. & M.	Rep. Rep. }	-	197 G.
c. Cities and Towns.					
S. 8	Boston police, pensions for,	Cit.	L. W.	Ac.	-
S. 45	Laborers, Retirement Fund for,	S. W.	L. W.	Ac.	-
S. 84	Boston police, equalizing pensions of,	S. W.	L. W.	Ac.	-
S. 88	Boston, laborers employed by,	Cit.	Rep.	-	63 Sp.
S. 95	Police and firemen, compensation for injuries to, .	J. J.	L. W.	Ac.	-
S. 245	Janitors in the employ of the City of Everett, .	S. W.	L. W.	Ac.	-
S. 350	Veterans resident in Boston,	S. W.	L. W.	Ac.	-
H. 159	Boston, drawtenders employed by,	S. W.	L. W.	Ac.	-
H. 160	Boston, drawtenders employed by,	S. W.	L. W.	Ac.	-
H. 164	Towns, call members of Fire Departments in, .	S. W.	L. W.	Ac.	-
H. 469	Cambridge, employees of the city of,	S. W.	L. W.	Ac.	-
H. 555	Janitors of Municipal buildings,	S. W.	L. W.	Ac.	-
H. 622	Boston bridge and ferry employees,	S. W.	L. W.	Ac.	-
H. 918	Teamsters included in term "laborers,"	S. W.	L. W.	Ac.	-
H. 919	Laborers, pension act for, amended,	S. W.	Rep.	Am. by S.	47 G.
H. 1047	Certain veterans in the service of water departments,	S. W.	L. W.	Ac.	-
H. 1057	Firemen's Relief Fund, distribution of, changed, .	Jt. W. & M.	L. W.	Ac.	-
H. 1309	Boston, skilled laborers, mechanics and craftsmen in the employ of.	S. W.	L. W.	Ac.	-
H. 1310	Boston, certain lamp lighters in the employ of, .	S. W.	L. W.	Ac.	-
H. 1451	Police and firemen, pension for widows, etc., .	S. W.	L. W.	Ac.	-
H. 1571	Fall River, certain veterans in the employ of, .	S. W.	L. W.	Ac.	-
H. 1759	Cambridge, employees of the city of,	-	-	- ¹	-
d. Old Age Pensions.					
S. 44	Non-contributory system with a pension fund, .	S. W.	N. G. C.	S. Sub. S. 412	-
S. 246	Old Age pensions,	S. W.	L. W.	Ac.	-
S. 350	Veterans resident in Boston,	S. W.	L. W.	Ac.	-

¹ Moved to be substituted for report L. W. on H. 469.

6. PENSION AND RETIREMENT SYSTEMS—*Concluded.*

House or Senate Bill	TITLE OF THE BILL.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
d. Old Age Pensions — Con.					
S. 412	Non-contributory system,	-	-	- ¹	-
H. 624	System, establishment of, with a Pension Fund, .	S. W.	N. G. C.	Ac.	-
H. 634	Old Age pensions,	S. W.	N. G. C.	Ac.	-
H. 780	Civil War veterans, pension for,	M. A.	L. W.	Ac.	-
H. 1168	Old Age pensions,	S. W.	L. W.	Ac.	-
H. 1314	Resolve for an investigation and report, . . .	S. W.	N. G. C.	Ac.	-
H. 1578	Old Age pensions,	S. W.	L. W.	Ac.	-
H. 1579	Old Age pensions,	S. W.	L. W.	Ac.	-
e. Miscellaneous.					
S. 46	Metropolitan Park Commission, and Metropolitan Water Board, laborers of.	S. W.	L. W.	Ac.	-
S. 137	Blind, pensions for needy,	S. W.	L. W.	Ac.	-
H. 917	County employees, amendments to Act governing,	S. W. Cos.	H. 2014 Rep.	-	-
H. 2014	County employees, amendments to Act governing (based on H. 917).	S. W. Cos.	O. P.	-	-
				-	234 G.

7. SAVINGS BANK INSURANCE.

S. 384	Face value of policies, limit of, increased (based on S. 1).	Ins.	Rep.	Am. by S.	32 G.
H. 1081	State insurance system, establishment of, . . .	Ins.	L. W.	Ac.	-
H. 1231	Advantages, publicity of,	Ins.	L. W.	Ac.	-
H. 1718	Advantages, publicity of,	H. W. & M.	O. P.	Sub. by H. for S. 1	168 G.

8. CO-OPERATIVE ASSOCIATIONS.

H. 11	Labor and credit unions, deposits by, regulated (based on H. 9).	B. & B.	Rep.	-	62 G.
H. 831	Fraternal benefit societies, membership in, . . .	Ins.	Rep.	-	39 G.
H. 1062	Credit Unions, incorporation and government of, .	B & B.	Rep.	-	-
H. 1531	Co-operative Associations, management of, . . .	H. B. 3d R. Mer. Aff.	H. 2128 H. 1813	-	-
H. 1813	Co-operative Associations, management of (based on H. 1531).	Mer. Aff.	Rep.	-	118 G.
H. 2128	Credit Unions, incorporation and management of (based on H. 1062).	H. B. 3d R.	Rep.	-	268 G.

9. SMALL LOANS LAW.

H. 993	Small loans, relative to the making of,	L. A.	N. G. C.	Ac.	-
H. 1518	Pawnbrokers to be licensed,	L. A.	L. W.	Ac.	-
H. 1519	Supervisor of Loan Agencies, change of name of, .	L. A.	L. W.	Ac.	-

¹ Substituted for report N. G. C. on S. 44; rejected by S.

10. INDUSTRIAL EDUCATION.

House or Senate Bill	TITLE OF THE BILL.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
S. 145	Agricultural School, Norfolk County,	Ed. Cos.	Rep. Rep.	-	-
H. 46	Assistance by the Commission for the Blind to persons with defective eyesight (based on H. 44).	H. W. & M. S. W.	H. 1890	-	-
H. 183	Information relating to agricultural advantages, etc., to be published (based on H. 172).	H. W. & M. Ag.	H. 1811	-	-
H. 419	Vocational School for Hampshire County, . .	H. W. & M. Ed.	N. P. Rep.	Ac.	-
H. 558	Normal School pupils, transportation on street cars,	S. Rys.	H. 2038	-	-
H. 639	Agricultural instruction for families (based on H. 635).	Ed.	N. G. C.	Ac.	-
H. 824	Free vocational and higher education, provisions for.	Ed.	N. G. C.	Ac.	-
H. 825	Agricultural instruction for families,	Ed.	N. G. C.	Ac.	-
H. 937	Agricultural laws, etc., commission to investigate operation of.	Ag.	N. G. C.	H. Sub. H. 1914	-
H. 1220	Agricultural instruction for families,	Ed.	N. G. C.	Ac.	-
H. 1222	Practical arts, cities reimbursed for instruction in,	Ed.	L. W.	Ac.	-
H. 1260	South End Industrial School, change of name of, .	Mer. Aff.	Rep.	-	147 Sp.
H. 1468	Corporations organized to promote agriculture, etc., law relative to, amended.	Ag.	L. W.	Ac.	-
H. 1811	Assistance by the Commission for the Blind to persons with defective eyesight (based on H. 44, H. 46).	S. W. H. W. & M.	Rep. O. P.	-	Res. 40
H. 1873	Women, practical arts for,	Ed. H. W. & M.	Rep. O. P.	Am. by S.	266 G.
H. 1890	Norfolk County Agricultural School established (based on S. 145).	Ed. Cos.	Rep. O. P.	Am. by H.	189 G.
H. 1914	The improvement of Agricultural industries, etc., investigation relative to.	H. W. & M. H. W. & M.	O. P. N. P.	Sub. by H. for H. 937	-
H. 2038	Hampshire County, vocational school for (based on H. 419).	Ed. Cos.	Rep. O. P.	-	225 G.
H. 2175	University Extension and Correspondence Courses,	Ed.	O. P.	-	294 G.

11. TRADE UNIONS.

H. 11	Savings banks, deposits by trade unions to be reported (based on H. 9).	B. & B.	Rep.	-	62 G.
H. 396	Labor organizations, membership in (based on H. 387; H. 396).	La.	H. 1791	-	-
H. 524	Labor unions, right of petition, when,	J. J.	L. W.	Ac.	-
H. 977	Union labels and union-made goods protected, .	J. J.	L. W.	Ac.	-
H. 1791	Labor organizations, membership in (based on H. 387; H. 396).	La.	Rep.	Rej. by S.	-

12. LABOR DISPUTES.

S. 222	Agreements between employers and employees regulated.	J. J.	L. W.	Ac.	-
S. 302	Advertising for employees during strikes regulated,	La.	Rep.	-	108 G.
H. 697	Strikes, hearings in case of,	J. J.	L. W.	Ac.	-
H. 1095	Notices to employees during strikes regulated, .	La.	L. W.	Ac.	-

13. LICENSED OCCUPATIONS.

House or Senate Bill	TITLE OF THE BILL.	Committee to which referred	Report of the Commit- tee	Final Dis- position	Chapter Num- ber if En- acted
a. Hawkers and Pedlars.					
H. 207	Hawkers and pedlars, licensing of (based on H. 204),	Mer. Aff.	H. 2005	-	-
H. 2005	Hawkers and pedlars, licensing of (based on H. 207),	H. W. & M.	O. P.	Am. by S.	253 G.
b. Engineers and Firemen.					
H. 19	Engineers, examination, etc., of (based on H. 18),	Mer. Aff.	N. G. C.	Ac.	-
H. 717	Engineers and firemen, licensing of,	Mer. Aff.	N. G. C.	Ac.	-
H. 865	Engineers and firemen, licensing of,	Mer. Aff.	N. G. C.	Ac.	-
H. 1111	Engineers and firemen, licensing of,	Mer. Aff.	H. 2060	-	-
H. 1114	Certain engines, granting of licenses to operate,	Mer. Aff.	N. G. C.	Ac.	-
H. 2060	Engineers and firemen, licensing of (based on H. 1111).	Mer. Aff.	Rep.	Am. by H.	259 G.
c. Hoisting Machine Operators, Steam Fitters, and Electric Workers.					
S. 511	Electricians, licensing of (based on H. 1145),	P. L.	Rep.	S. Sub. S. 554	-
S. 554	Electricians, licensing of,	H. W. & M.	Rep.	N. P. H. Rej. N. P.	296 G.
H. 718	Steam fitting, business of, regulated,	Mer. Aff.	L. W.	Ac.	-
H. 866	Operators of hoisting machinery, licensing of,	Mer. Aff.	Rep.	-	211 G.
H. 1113	Air compressors, operators to be licensed,	Mer. Aff.	L. W.	Ac.	-
H. 1145	Electricians to be registered,	P. L.	N. G. C.	S. Sub. S. 511	-
d. Chauffeurs.					
H. 252	Motor vehicles, operation of, etc. (based on H. 249),	R. & B.	Rep.	Am. by H.	16 G.
H. 253	Motor vehicles, licensing of operators,	R. & B.	Rep.	-	10 G.
H. 254	Motor vehicles, licenses for special purposes (based on H. 249).	R. & B.	Rep.	-	11 G.
H. 1042	Chauffeurs, examination as to eyesight,	R. & B.	L. W.	Ac.	-
H. 1159	Operators of motor vehicles, licensing of,	R. & B.	L. W.	Ac.	-
H. 1238	Chauffeurs, responsibility for acts of,	J. J.	L. W.	Ac.	-
H. 1268	Common carriers of passengers by automobiles, licensing of.	Mer. Aff.	H. 1869	-	-
H. 1869	Common carriers of passengers by automobiles, licensing of (based on H. 1869).	Mer. Aff.	Rep.	H. Sub. H. 2042	-
H. 2042	Common carriers of passengers by automobiles, licensing of.	-	-	Sub. by H. for H. 1869 Rej. by H.	-
e. Junk Dealers.					
S. 287	Statutes affecting junk dealers, amended,	Mer. Aff.	Rep.	Am. by H. & S.	-
H. 1105	Junk dealers, licensing of,	H. B. 3d R. L. A.	H. 1783 L. W.	Ac.	-
H. 1115	Junk dealers, hours of business of,	Mer. Aff.	L. W.	Ac.	-
H. 1783	Junk dealers, license necessary, when (based on S. 287).	H. B. 3d R.	Rep.	Am. by H. & S.	144 G.
f. Nurses.					
H. 213	Nurses, registration of,	Mer. Aff.	N. L.	Ac.	-
H. 1265	Massachusetts Co-operative Nursing Association, incorporation of.	Mer. Aff.	L. W.	Ac.	-

13. LICENSED OCCUPATIONS — *Concluded.*

House or Senate Bill	TITLE OF THE BILL.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
g. Miscellaneous.					
S. 280	Cinematographs, law relative to, amended, . . .	Mer. Aff.	Rep.	Am. by H.	169 G.
S. 285	Cinematographs, operation of,	Mer. Aff.	N. G. C.	Ac.	-
H. 144	Barbers, licensing of,	P. H.	L. W.	Ac.	-
H. 422	Lobster fishermen, licensing of,	F. & G.	L. W.	Ac.	-
H. 544	Cooks and bakers, licensing of,	P. H.	L. W.	Ac.	-
H. 603	Cinematographs, operation of regulated, . . .	Mer. Aff.	N. G. C.	Ac.	-
H. 653	Public accountants, repeal of law as to, . . .	B. & B.	N. G. C.	Ac.	-
H. 710	Dealers in coal and coke, licensing of,	Mer. Aff.	Rep.	-	72 G.
H. 737	Dealers in chopped meats and sausages, licensing of,	P. H.	Rep.	Am. by H.	22 G.
H. 857	Collection agencies to be licensed,	L. A.	H. 1920	-	-
H. 1033	Insurance agents, licensing of,	Ins.	L. W.	Ac.	-
H. 1104	Dealers in certain second-hand articles, relative to,	L. A.	N. G. C.	Ac.	-
H. 1134	Herbal remedies, licenses required to sell, . . .	P. H.	L. W.	H. Sub. H. 1863	-
H. 1393	Elevator operators, hours of labor for certain, .	Mer. Aff.	N. G. C.	Ac.	-
H. 1469	Public accountants, licensing of certain persons as,	B. & B.	L. W.	Ac.	-
H. 1497	Hunting and fishing, licenses for,	F. & G. -	L. W. Sub. by H. for H. 1134	Ac. H. B.	- -
H. 1863	Herbal remedies, licenses required to sell, . . .	H. W. & M.	N. P.	Rej. by H.	-
H. 1920	Certain unlicensed persons prohibited from practicing law (based on H. 857).	L. A.	Rep.	Rej. by S.	-

14. PUBLIC EMPLOYMENT.

a. Civil Service Law.					
S. 156	Civil service extended to all County appointees, .	P. S.	L. W.	Ac.	-
S. 174	Boston firemen, promotion of,	Cit.	L. W.	Ac.	-
S. 345	Purchasing agent of cities and towns under Civil Service.	P. S.	L. W.	Ac.	-
S. 382	Librarians and library workers, examinations for (based on H. 48).	S. H. & L. H. W. & M.	Rep. O. P.	- -	106 G.
S. 530	Removals, suspensions and transfers,	P. S.	N. L.	S. Sub. bill 541 S. Sub. S.	-
S. 541	Removals, suspensions and transfers,	-	-	Sub. by S. for S. 530 and H. 280	251 G.
S. 574	Civil engineering service, grades in, investigated (based on H. 349).	S. W. & M.	O. P.	-	Res. 132
H. 244	Civil Service Law extended to Counties (based on H. 243).	P. S.	N. L.	Ac.	-
H. 246	Certain appointments to be approved by the Commission (based on H. 243).	Met. Aff.	N. L.	Ac.	-
H. 280	Removals, suspensions and transfers,	P. S.	N. L.	S. Sub. S. 530	-
H. 349	Civil Engineering Department, grades, etc., in, standardized.	P. S. H. W. & M.	Rep. O. P.	- -	- -
H. 460	Civil Service List, relative to,	S. W. & M. P. S.	S. 574 L. W.	- Ac.	- -

14. PUBLIC EMPLOYMENT — *Continued.*

House or Senate Bill	TITLE OF THE BILL.	Committee to which re- ferred	Report of the Commit- tee	Final Dis- position	Chapter Num- ber if En- acted
a. Civil Service Law. — Con.					
H. 754	Essex County employees under Civil Service, . . .	P. S.	L. W.	Ac.	-
H. 755	County appointees under Civil Service, . . .	P. S.	L. W.	Ac.	-
H. 756	County employees under Civil Service, . . .	P. S.	L. W.	Ac.	-
H. 758	Municipal departments, heads of, under Civil Service.	P. S.	L. W.	Ac.	-
H. 759	County appointees under Civil Service, . . .	P. S.	L. W.	Ac.	-
H. 761	House of Correction, employees of, under Civil Service.	P. S.	Rep.	Am. by H.	116 Sp.
H. 896	School attendance officers under Civil Service, . .	P. S.	L. W.	Ac.	-
H. 1031	Saloon keepers may accept Civil Service positions,	P. S.	N. G. C.	Am. by S. H. Sub. bill	76 G.
H. 1033	Removals, suspensions and transfers, . . .	P. S.	L. W.	Ac.	-
H. 1297	Highway superintendents under Civil Service, . .	P. S.	L. W.	Ac.	-
H. 1298	County employees under Civil Service, . . .	P. S.	L. W.	Ac.	-
H. 1299	List of eligibles, publication of, . . .	P. S.	L. W.	Ac.	-
H. 1300	Call firemen, promotion of, . . .	P. S.	L. W.	Ac.	-
H. 1423	Evening examinations to be held, . . .	P. S.	L. W.	Ac.	-
H. 1424	"Veteran" defined, . . .	P. S.	L. W.	Ac.	-
H. 1552	Fire Departments, removals, etc., . . .	P. S.	L. W.	Ac.	-
H. 1669	Chief engineers, etc., of fire departments under Civil Service (based on H. 1032).	P. S.	Rep.	Rej. by S.	-
b. Wages and Salaries.					
S. 20	Boston, attachment, etc., of wages of employees of,	L. A.	L. W.	Ac.	-
S. 27	Labor, tools, etc., bond to secure payment for, . .	L. A.	H. 1983 ¹	-	-
S. 49	Pages, compensation for travel of, . . .	Jt. W. & M.	Rep.	-	202 G.
S. 57	Laborers on public works (based on H. 115, 337, 394, 399, 984).	La. H. W. & M.	Rep. N. P. }	H. Sub. H. 2067	-
S. 79	Suffolk County, court house, janitors in, . . .	P. S.	N. G. C.	Ac.	-
S. 80	Scrubwomen in State House, . . .	P. S.	L. W.	Ac.	-
S. 96	Police officers, extra fees for, . . .	J. J.	L. W.	Ac.	-
S. 139	Boston, reserve police officers, . . .	Cit.	L. W.	Ac.	-
H. 68	Boston, reserve police, . . .	Cit.	L. W.	Ac.	-
H. 117	Police officers, witness fees of, . . .	L. A.	L. W.	Ac.	-
H. 148	Certain Civil War veterans, in public service, . .	P. S.	L. W.	Ac.	-
H. 223	Matrons at the Reformatory for Women (based on H. 219).	P. I.	Rep.	Am. by H. H. B.	-
H. 347	Scrubwomen in the State House, . . .	H. W. & M. P. S.	N. P. L. W.	Rej. by H. Ac.	-
H. 348	State House watchmen, . . .	P. S.	N. G. C.	Ac.	-
H. 349	Civil engineering service, grades and salaries standardized.	P. S. H. W. & M. S. W. & M.	Rep. O. P. S. 574 ²	- - -	Res. 132
H. 399	Laborers on public works (based on H. 387), . .	La.	S. 57	-	-

¹ See under *Wages, General Acts.*² See under *Civil Service Law*, page 80.

14. PUBLIC EMPLOYMENT — *Continued.*

House or Senate Bill	TITLE OF THE BILL.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
	b. Wages and Salaries — Con.				
H. 615	State assistant engineers, minimum wage for,	P. S.	L. W.	Ac.	-
H. 658	Beverly, to pay firemen \$3 a day,	Cit.	Rep.	-	72 Sp.
H. 763	Public employees, more compensation for,	P. S.	L. W.	Ac.	-
H. 900	State House firemen,	P. S.	Rep.	Rej. by H.	-
H. 905	Suffolk County, elevator men employed by,	H. W. & M. P. S. Cos.	N. P. Rep. Ch. O. P.	- - -	- - 186 G.
H. 985	Prevailing wages, change of law relative to,	S. W. & M. La.	Rep. L. W.	- Ac.	- -
H. 1020	Metropolitan Water and Sewerage Board, sub-foremen of.	Met. Aff.	L. W.	Ac.	-
H. 1030	Boston Municipal court stenographers,	P. S.	L. W.	Ac.	-
H. 1146	Suffolk County Court House, forewomen in,	P. S.	N. G. C.	Ac.	-
H. 1151	State House engineer, helpers for,	P. S.	Rep.	Am. by H.	-
H. 1243	Labor for public works, persons furnishing, protected.	H. W. & M. J. J.	N. P. H. 1983 ¹	Rej. by H. -	- -
H. 1296	State House assistant engineers,	P. S.	N. G. C.	Ac.	-
H. 1429	Women working for the Sergeant-at-Arms,	P. S.	L. W.	Ac.	-
H. 1628	Life-guards of the Metropolitan Park Commission,	-	-	S. ref. N. G. C.	-
H. 2067	Teamsters and laborers employed in the construction of public works.	-	-	Sub. by H. for S. 57 Rej. by S.	-
	c. Hours of Labor.				
S. 296	County employees,	Cos.	L. W.	Ac.	-
S. 592	Public employees, investigation relative to vacations, etc., of (based on H. 387, 397, 2140).	H. W. & M.	O. P.	-	Res. 137
H. 397	Public employees (based on H. 387),	La.	Rep.	-	-
H. 698	Chauffeurs, working hours of,	S. W. & M. La.	S. 592 L. W.	- Ac.	- -
H. 1064	Firemen, two platoons for and hours of,	Cit.	N. G. C.	Ac.	-
H. 1072	Counties, certain employees of,	Cos.	L. W.	Ac.	-
	d. Vacations, Half-holidays and "Days off."				
S. 6	Laborers in cities, vacations for (based on H. 288),	Cit.	Rep.	Am. by H.	60 G.
S. 304	One day off in seven for employees,	La.	L. W.	Ac.	-
S. 444	Massachusetts Agricultural College, half-holiday for laborers.	P. S.	Rep.	-	-
S. 592	Public employees, investigation relative to vacations, etc., of (based on H. 387, 397, 2140).	H. W. & M. H. W. & M.	H. 2176 O. P.	- -	- Res. 137
H. 67	Boston police, "days off" for,	Cit.	L. W.	Ac.	-
H. 288	Boston, vacations of employees of the city of,	Cit.	S. 6	-	-
H. 400	Employees in factories, "days off" for (based on H. 387).	La.	N. L.	Ac.	-
H. 413	Lynn, Saturday half-holiday for employees of,	Cit.	N. G. C.	Ac.	-
H. 430	Hotel and restaurant employees, "days off" for,	La.	L. W.	Ac.	-
H. 575	Bridge and ferry employees, vacations for,	Cit.	L. W.	Ac.	-
H. 698	Chauffeurs, "days off" for,	La.	L. W.	Ac.	-
H. 817	Firemen in cities, "days off" for,	Cit.	Rep.	Am. by H.	97 G.

¹ See under *Wages, General Acts.*

14. PUBLIC EMPLOYMENT — *Continued.*

House or Senate Bill	TITLE OF THE BILL.	Committee to which re- ferred	Report of the Commit- tee	Final Dis- position	Chapter Num- ber if En- acted
	d. Vacations, Half-holidays and "Days off" — Con.				
H. 986	One day's rest in seven for employees, . . .	La.	L. W.	Ac.	—
H. 1065	Boston police, "days off" for, . . .	Cit.	L. W.	Ac.	—
H. 1294	State laborers, workmen, etc., half-holidays for, .	P. S.	H. 2140	—	—
H. 2140	State laborers, etc., half-holidays for (based on H. 1294).	P. S. H. W. & M.	Rep. N. P.	— S. Sub. S. 592.	— —
H. 2176	Massachusetts Agricultural College, half-holidays for laborers, etc. (based on S. 444).	P. S. H. W. & M.	Rep. O. P.	— —	288 G.
	e. Preference to Citizens.				
S. 57	Laborers on public works (based on H. 115, 387, 394, 399, 984).	La. H. W. & M.	Rep. N. P.	— H. Sub. H. 2067 ¹	— —
H. 115	Citizens preferred in public employments, . . .	La.	S. 57	—	—
H. 461	State departments, certain persons in, to be citizens,	P. S.	L. W.	Ac.	—
H. 661	Boston, only residents to be employed by, . . .	Cit.	L. W.	Ac.	—
H. 762	Cities and towns, only residents to be employed by,	P. S.	L. W.	Ac.	—
H. 984	Construction of public works, citizens preferred, .	La.	S. 57	—	—
H. 991	Public contracts to be given to citizens, . . .	L. A.	L. W.	Ac.	—
	f. Corrupt Practices.				
H. 904	Salaried officers of the Commonwealth, . . .	P. S.	Rep.	H. Sub. H. 1687	—
H. 1568	Public officers not to solicit employment of public service corporations.	Jt. R.	L. W.	Ac.	—
H. 1687	Salaried employees of the Commonwealth, . . .	B. 3d R.	Rep.	Rej. by H.	—
	g. Miscellaneous.				
S. 23	Police to be indemnified for certain expenses, . .	J. J.	L. W.	Ac. S. B.	—
S. 97	Masonry construction, chief inspector of, . . .	Mer. Aff. H. W. & M.	N. G. C. N. P.	Rej. by H.	—
S. 352	Certain courts, assistant probation officers and clerical assistants in.	S. W. Cos.	Rep. O. P.	Am. by H. Am. by S. }	254 G.
H. 119	Boston police officers, taking of bail by, . . .	L. A.	H. 1705	—	—
H. 534	Certain police officers as Bail Commissioners, . .	L. A.	L. W.	Ac.	—
H. 892	Health Officers, amount of service required of, .	P. H.	Rep.	Rej. by H.	—
H. 949	Firemen, two divisions for certain cities, . . .	Cit.	N. G. C.	Ac.	—
H. 1012	Metropolitan Park Police Officers indemnified for certain damages.	Met. Aff.	L. W.	Ac.	—
H. 1032	Chief engineers of fire departments in cities and towns, tenure of office of.	P. S.	H. 1669 ²	—	—
H. 1064	Firemen, two platoons for certain cities, . . .	Cit.	N. G. C.	Ac.	—
H. 1098	Special police officers, powers and duties, . . .	L. A.	Rep. Ch.	—	125 G.
H. 1148	Lawrence, appointment of police, . . .	P. S.	L. W.	Ac.	—
H. 1250	Agents of the Animal Rescue League of Boston as Special Police officers.	L. A.	L. W.	Ac.	—
H. 1256	Liquor inspectors, appointment of, . . .	Mer. Aff.	L. W.	Ac.	—
H. 1418	Court stenographers, appointment, etc., of, . .	P. S.	L. W.	Ac.	—

¹ See under *b, Wages and Salaries.*² See under *Civil Service Law*, page 81.

14. PUBLIC EMPLOYMENT — *Concluded.*

House or Senate Bill	TITLE OF THE BILL.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
g. Miscellaneous — Con.					
H. 1419	Suffolk County, official stenographers for, . . .	P. S. Cos.	Rep. O. P.	-	142 G.
H. 1428	Public officers, right to a hearing, when, . . .	S. W. & M. P. S.	O. P. L. W.	-	
H. 1705	Boston police officers as bail commissioners (based on H. 119).	L. A.	Rep.	Ac.	
H. 2182	Stenographers in Suffolk Superior Court, . . .	P. S.	Rep.	Rej. by S.	-
				-	295 G.

15. RAILROAD LABOR.

a. Hours of Labor and "Days Off."					
S. 575	Street car dispatchers, hours of labor of, . . .	-	-	Sub. by S. for H. 1924	277 G.
H. 357	Car dispatchers, hours of labor of, . . .	St. Rys.	Rep.	H. Sub. H. 1924	-
H. 765	Nine-hour day for employees, . . .	R. R.	L. W.	Ac.	-
H. 767	Crossing tenders, lay-offs for, . . .	R. R.	N. G. C.	Ac.	-
H. 1040	Freight employees, half-holiday certain months, .	R. R.	L. W.	Ac.	-
H. 1924	Street car dispatchers, hours of labor of, . . .	H. B. 3d R.	Rep.	Sub. by H. for H. 357 S. Sub. S. 575	-
b. Injuries to Employees. (See under Workmen's Compensation and Employers' Liability.)					
c. Miscellaneous.					
S. 86	Detectives, use of, for watching employees, . . .	R. R.	S. 537	-	-
S. 537	Detectives, use of, for watching employees (based on S. 86).	R. R.	Rep.	Rej. by S.	-
H. 764	Railroad employees to be given time to vote, . .	R. R.	N. G. C.	Ac.	-
H. 1568	Public officers not to solicit employment of public service corporations.	Jt. R.	L. W.	Ac.	-

16. PRISON LABOR.

S. 349	Boston and Worcester highway, investigation relative to widening by prison labor.	R. & B. S. W. & M. H. W. & M. S. W.	Rep. O. P. O. P. L. W.	- - -	Res. 60
S. 354	Public highways and public works, construction of,	S. W.	L. W.	Ac.	
H. 224	Construction of a road at the prison camp and hospital (based on H. 219).	P. I. H. W. & M.	Rep. H. 2122 H. 2047	- - -	
H. 225	Road material to be prepared by prisoners, . .	P. I.			-
H. 228	Labor of prisoners, amendments to laws affecting (based on H. 219).	S. W. H. W. & M.	Rep. O. P. as Ch.	- -	207 G.
H. 232	Prisoners, transfer of certain (based on H. 219), .	S. W. H. W. & M. S. W.	Rep. O. P. H. 1859	Am. by H. Rej. by H.	
H. 621	Repair of highways by prison labor, . . .			-	
H. 915	Permits to be at liberty from the prison camp, .	S. W.	Rep.	-	141 G.
H. 1089	Compensation for injuries, . . .	J. J.	L. W.	Ac.	-

16. PRISON LABOR — *Concluded.*

House or Senate Bill	TITLE OF THE BILL.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
H. 1173	Transfer of certain prisoners,	S. W.	Rep.	Rej. by S.	-
H. 1859	Highways, repair of by prison labor (based on H. 621).	S. W.	Rep.	-	177 G.
H. 2047	Road material to be prepared by prisoners (based on H. 225).	P. I.	O. P.	Am. by S.	260 G.
H. 2122	Construction of a road at the prison camp and hospital (based on H. 219, H. 224).	P. I. H. W. & M.	Rep. O. P.	- - }	Res. 118

17. LEGAL HOLIDAYS.

H. 312	New Year's Day as a legal holiday,	L. A.	L. W.	Ac.	-
H. 313	Twelfth day of February as a legal holiday, . .	L. A.	L. W.	Ac.	-
H. 533	January first as a legal holiday,	L. A.	L. W.	Ac.	-
H. 992	State Election day as a legal holiday,	L. A.	L. W.	Ac.	-
H. 1383	October twelfth, law making a holiday, repealed, .	L. A.	L. W.	Ac.	-
H. 1756	January first as a legal holiday,	-	-	- ¹	-

18. SUNDAY LABOR AND WEEKLY DAY OF REST.

a. Sunday Labor.					
H. 438	Bread, making and sale of,	L. A.	L. W.	Ac.	-
H. 708	Sweet cider, makers of, may sell,	L. A.	L. W.	Ac.	-
H. 858	Flowers and plants, sale of,	L. A.	L. W.	Ac.	-
H. 859	Photographers may keep open,	L. A.	L. W.	Ac.	-
H. 1002	"Seventh day," observers of, right to labor on Sunday.	L. A.	N. G. C.	Ac.	-
H. 1100	Work of bootblacks prohibited,	L. A.	L. W.	Ac.	-
H. 1246	Bread and other food, selling of,	L. A.	L. W.	Am. by H. Rej. by S.	-
H. 1247	Public entertainments, licensing of,	L. A.	L. W.	Ac.	-
b. Weekly Day of Rest.					
S. 304	One day of rest in seven for employees, . .	La.	L. W.	Ac.	-
H. 67	Boston police, "days off" for,	Cit.	L. W.	Ac.	-
H. 400	Employees in factories (based on H. 387), . .	La.	N. L.	Ac.	-
H. 430	Hotel and restaurant employees,	La.	L. W.	Ac.	-
H. 698	Chauffeurs, "days off" for,	La.	L. W.	Ac.	-
H. 817	Firemen in cities, one day off in five, . . .	Cit.	Rep.	Am. by H.	97 G.
H. 986	One day's rest in seven, law amended, . . .	La.	L. W.	Ac.	-
H. 1065	Boston police, one day off in eight,	Cit.	L. W.	Ac.	-

¹ Moved as a substitute for H. 533 and motion was rejected.

19. HOUSING.

House or Senate Bill	TITLE OF THE BILL.	Committee to which referred	Report of the Committee	Final Disposition	Chapter Number if Enacted
a. References to Building Laws.					
S. 106	Tenement Houses, relative to,	Towns	L. W.	Ac.	-
S. 224	Metropolitan Building Commission, to establish a,	Met. Aff.	L. W.	Ac.	-
b. Planning Boards.					
S. 475	Powers and duties (based on H. 280),	Towns	Rep.	-	165 G.
H. 280	Powers increased,	Towns	S. 475	-	-
H. 636	Duties and powers of certain boards (based on H. 635).	S. W.	N. L.	Ac.	-
H. 637	Conferences of boards (based on H. 635),	S. W.	N. L.	Ac.	-
c. Other Housing Laws.					
S. 369	Homes for citizens (Cons. Am.),	Cons. Am.	Rep.	S. Sub. S.	-
S. 572	Homes for citizens (Cons. Am.),	Cons. Am.	Rep.	Sub. by S. 572 for S. 369	Res. 129
H. 72	Homes for citizens (Cons. Am.),	Cons. Am.	N. G. C.	Ac.	-
H. 79	Homes for citizens (Cons. Am.),	Cons. Am.	N. G. C.	Ac.	-
H. 470	Agricultural lands, assisting settlers on,	S. W.	L. W.	Ac.	-
H. 922	Lodging houses, regulation of,	S. W.	H. 1891	-	-
H. 1444	Lodging houses, licensing and inspection of,	S. W.	L. W.	Ac.	-
H. 1891	Lodging houses, regulation of (based on H. 922),	S. W.	Rep.	-	160 G.

20. MISCELLANEOUS.

S. 25	Tour workers, hours of labor of,	La.	L. W.	Ac.	-
S. 378	Labor laws, compilation of,	La.	Rep.	-	Res. 15
S. 410	Farmland banks (based on H. 172),	B. & B.	H. 178	-	-
S. 476	Officers, directors and employees of trust companies, receiving fees by, regulated (based on H. 1204).	-	-	Sub. by S. for H. 1205	219 G.
H. 55	National Child Labor Law,	F. R.	N. P.	Ac.	-
H. 178	Land bank, establishment of (based on H. 172 and S. 410).	B. & B.	Rep.	H. Sub. H. 2080	-
H. 281	Labor, national law regulating the employment of,	F. R.	N. P.	Ac.	-
H. 385	Massachusetts Agricultural College may sell certain land to its employees,	A. G. W. & M.	O. P.	Am. by S.	C. 329 S.
H. 429	Paper mills, hours regulated,	La.	L. W.	Ac.	-
H. 644	Hours of labor to be regulated by U. S.,	F. R.	N. P.	Ac.	-
H. 698	Chauffeurs, working hours for,	La.	L. W.	Ac.	-
H. 834	Policies, forms, in certain employees' insurance,	Ins.	L. W.	Ac.	-
H. 937	Agriculture and allied industries, investigation of laws affecting.	Ag.	N. G. C.	H. Sub. H. 1914	-
H. 1025	Quarantined persons, compensation for,	P. H.	Rep.	Rej. by S.	-
H. 1053	Income tax amendment,	Tax.	N. G. C.	Ac.	-
H. 1081	State insurance system, establishment of,	Ins.	L. W.	Ac.	-
H. 1097	Patrol and police duty, employment for,	L. A.	L. W.	Ac.	-

20. MISCELLANEOUS — *Concluded.*

House or Senate Bill	TITLE OF THE BILL.	Committee to which re- ferred	Report of the Commit- tee	Final Dis- position	Chapter Num- ber if En- acted
H. 1172	Inopportune immigration, to discourage, . . .	S. W.	L. W.	Ac.	-
H. 1204	Officers, directors and employees of Trust Companies, fees restricted.	B. & B.	H. 1205	-	-
H. 1205	Officers, directors and employees of Trust Companies, fees restricted (based on H. 1204).	B. & B.	Rep.	S. Sub. S. 476	-
H. 1245	Hotel workers, etc., investigate method of working,	La.	L. W.	Ac.	-
H. 1333	Inns, exemption from laws relating to factories, .	La.	L. W.	Ac.	-
H. 1384	Certain employees' deposits, interest to be paid on,	L. A.	L. W.	Ac.	-
H. 1500	Insurance companies, estopped by acts of agents, when.	Ins.	L. W.	Ac.	-
H. 1505	Employees, contracts restricting employment, . .	J. J.	L. W.	Ac.	-
H. 1901	Steam boilers and fly wheels, organization of mutual companies to insure.	Ins.	Rep.	Am. Sub. by H. for H. 939	178 G.
H. 1914	Agriculture, etc., investigation relative to, . . .	H. W. & M.	N. P.	Ac.	-
H. 2050	Farmland banks, incorporation of,	-	-	Sub. by H. for H. 178	231 G.

III.

OPINION OF THE SUPREME JUDICIAL COURT ON PENDING
LEGISLATION.¹

DISCHARGE OF EMPLOYEES.

SENATE DOCUMENT No. 550.

The Commonwealth of Massachusetts.

To the Honorable Senate of the Commonwealth of Massachusetts.

We, the Justices of the Supreme Judicial Court, having considered the questions propounded by the order of April 23, 1915, copy of which is hereto annexed, respectfully answer them as follows:

The substance of the proposed statute to which the questions relate is to prohibit, under a heavy penalty, a railroad corporation from discharging an employee by reason of information touching his conduct, until after he has been given an opportunity to make a statement in the presence of the person or persons furnishing the information. As a corporation can have no first hand observation and can acquire information as to incompetency, inefficiency or wrongful conduct of its employees only through some person, the proposed statute means that such a corporation never can discipline or discharge any of its employees for misconduct, no matter how flagrant, except on his own confession, without giving him a hearing in the presence of the person affording the information, regardless of the fact whether that person be an employee or an entire stranger. Although the title of the bill refers to the "use of detectives," there is no such limitation in the body of the bill. It applies broadly to all persons who may furnish information, whether pure volunteers or others, even though it be wholly beyond the power of the railroad to produce the person furnishing the information, and even though that person may be a stranger to the railroad and decline for any reason, or be unable to confront the employee. The questions have been considered, however, upon the broad principles involved in the proposed bill, and not upon its details.

The Fourteenth Amendment to the Federal Constitution prohibits the several states from depriving "any person of life, liberty or property, without due process of law." The Supreme Court of the United States is the final authority upon the scope and meaning of these words. That court has said that "The general right to make a contract in relation to his business is a part of the liberty of the individual protected by the Fourteenth Amendment of the Federal Constitution. *Allgeyer v. Louisiana*, 165 U. S. 578. . . . The right to purchase or to sell labor is part of the liberty protected by this amendment, unless there are circumstances which exclude the right." *Lochner v. New York*, 198 U. S. 45, 53. In the opinion in *Adair v. United States*, 208 U. S. 161, at pp. 174, 175, is found this interpretation: "While . . . the

¹ For two opinions of the Attorney-General concerning the constitutionality of House Bill No. 1962, relative to the religious belief of applicants for positions in public schools, see House Bills, 2075 and 2130; for another relative to the licensing of motor vehicles transporting persons for hire, see House Bill, 2132.

rights of liberty and property guaranteed by the Constitution against deprivation without due process of law is subject to such reasonable restraints as the common good or the general welfare may require, it is not within the functions of government — at least in the absence of contract between the parties — to compel any person in the course of his business and against his will to accept or retain the personal services of another, or to compel any person, against his will, to perform personal services for another. The right of a person to sell his labor upon such terms as he deems proper is, in its essence, the same as the right of the purchaser to prescribe the conditions upon which he will accept such labor from the person offering to sell it. So the right of the employé to quit the service of the employer, for whatever reason, is the same as the right of the employer, for whatever reason, to dispense with the services of such employé." It was said in *Coppage v. Kansas*, 236 U. S. 1, at p. 14: "Included in the right of personal liberty and the right of private property — partaking of the nature of each — is the right to make contracts for the acquisition of property. Chief among such contracts is that of personal employment, by which labor and other services are exchanged for money or other forms of property. If this right be struck down or arbitrarily interfered with, there is a substantial impairment of liberty in the long established constitutional sense."

In the application of these principles it has been held that the right to liberty and property secured by the Fourteenth Amendment was impaired by a statute which prohibited the discharge of any employee because he was a member of a labor union. *Adair v. United States*, 208 U. S. 161. That decision recently has been reaffirmed in its application to a statute which made unlawful any requirement not to join or remain a member of a labor union as a condition of securing or continuing in employment. *Coppage v. Kansas*, 236 U. S. 1. The ground upon which these decisions rest is that the freedom of contract guaranteed by the Fourteenth Amendment prohibits the imposition of such restraints upon the right of the employer to decline to employ at all, or to continue to employ, a person whom he does not desire. It there was said that "the employer must be left at liberty to decide for himself whether such membership by his employé is consistent with the satisfactory performance of the duties of the employment." It seems to us impossible to say that the right of an employer to discharge an employee because of information affecting his conduct in respect of efficiency, honesty, capacity, or in any other particular touching his general usefulness, without first providing a hearing stands on a different footing or is less under the shield of the Constitution than the right held to be secured in the *Adair* and *Coppage* cases. Our own Constitution contains in several clauses similar guarantees of the right to acquire, possess and protect property, which doubtless have substantially the same meaning in this respect as has the Fourteenth Amendment to the Federal Constitution. It has been held that the right to acquire, possess and protect property secured by our Constitution "includes the right to make reasonable contracts, which shall be under the protection of the law." *Commonwealth v. Perry*, 155 Mass. 117, 121. In the absence of a contract, conspiracy or other unlawful act, the right of the individual employee to leave the service of a railroad without cause, or for any cause, is absolute. The railroad has the correlative right under like circumstances to discharge an employee for any cause or without cause. It is an unreasonable interference with this liberty of contract to require a statement by the employer of the motive for his action in desiring to discharge an employee, as this statute in substance does, and to require him also as a prerequisite to the exercise of

his right, to enable the employee to make a statement in the presence of some one else, — a thing which may be beyond the power of the employer. His freedom of contract would be impaired to an unwarrantable degree by the enactment of the proposed statute. The power of the Legislature to require a hearing in connection with the discharge of one employed under the civil service law rests on the authority of the Commonwealth to direct the conduct of its government and that of its political subdivisions. Opinion of the Justices, 208 Mass. 619.

Legislation similar to that of the proposed bill has been held unconstitutional in other jurisdictions. *Atchison, Topeka & Santa Fé Railway v. Brown*, 80 Kan. 312. *Wallace v. Georgia, Carolina & Northern Railway*, 94 Ga. 732. These reasons make it imperative to answer the first question in the negative.

Absolute equality before the law and the equal protection of the laws are principles established by the Constitutions of the United States and of this Commonwealth. Opinion of the Justices, 211 Mass. 618. While reasonable classifications may be made by the Legislature in the interests of the public health, public safety and public morals, yet there must be some rational relation between the object to be attained and the classification, in order that it may not violate the constitutional guaranty that all persons, including corporations, shall be equal in the protection afforded by the laws. Many such classifications have been upheld as not contrary to this principle. See, for example, *Louisville & Nashville Railroad v. Melton*, 218 U. S. 36; *Keokee Consolidated Coke Co. v. Taylor*, 234 U. S. 224. But the proposed bill has no reference to the safety of the travelling public. It applies only to one kind of common carrier and not to others. It imposes a burden upon railroads from which all other common carriers and employers of labor are free. It singles out employees of railroads and confers upon them immunities and advantages enjoyed by no others who work for individuals and corporations, in a particular which has no relation to the kind of employment engaged in by them. In both respects it tends to destroy equality. It creates of railroad employees a specially privileged class, and subjects railroads, as to a matter having no special relation to their business as distinguished from other kinds of business, to obstacles and burdens from which other employers are free. There is strong ground for the conclusion that the selection of railroads as the sole object of severely criminal legislation as to a matter having no particular relation to the management of railroads, would be arbitrary and hence unwarrantable under the Constitution. *Connolly v. Union Sewer Pipe Co.*, 184 U. S. 540, 560. *Gulf, Colorado & Santa Fé Railway v. Ellis*, 165 U. S. 150. Opinion of the Justices, 163 Mass. 589. We are of opinion that the second question must be answered in the negative.

It is not necessary to consider whether the proposed bill offends against other provisions of the Constitution. For the reasons already stated, the third question must be answered, No.

MAY 3, 1915.

ARTHUR P. RUGG.
HENRY K. BRALEY.
CHARLES A. DECOURCY.
EDWARD P. PIERCE.
JAMES B. CARROLL.

We subscribe to the answer given above to the second question. The legislation which is the subject of the first question is confined to employees of railroad corporations, is open to the objections set forth in the answer to the second question and is disposed of by them. We do not intend to throw doubt upon the answer to the first question. Upon that matter we express no opinion. But we prefer not to express an opinion on a matter which it is not necessary to consider in answering fully the questions asked.

We subscribe to the answer to the third question.

WILLIAM CALEB LORING.
JOHN C. CROSBY.

IV.

RECOMMENDATIONS CONCERNING LABOR IN THE INAUGURAL ADDRESS OF THE GOVERNOR, 1915.

RELIEF FOR THE UNEMPLOYED.

First of all, I earnestly ask your immediate action to solve as far as a solution is within our power the pressing problem of the unemployed.

By a coincidence which seems to me clearly providential, the legislation of preceding years has made surprisingly simple and easy the task of supplying a very large measure of relief, and that not only without any ultimate burden upon the taxpayers, but with direct and indirect results of great financial, physical and moral advantage to the entire Commonwealth.

By chapter 759 of the Acts of 1913, amended by chapter 596 of the last session, a Board composed of the Boards of Health and Agriculture, acting jointly, has been given authority and a small appropriation to begin the task of reclaiming the large fresh-water swamps and marshes in eastern Massachusetts, which, although in natural fertility and ease of cultivation they far surpass most of the land now under cultivation within the State, are now practically valueless, and cannot, from the nature of the engineering problems involved and the dispersion of ownership, be reclaimed by private enterprise. Surveys and studies of various tracts have been made, and all is now ready for immediate action. Much of these wet lands consists of open meadows, requiring for reclamation suitable machinery but a relatively small amount of unskilled hand labor. There are, however, great wooded swamps where the conditions are reversed; where a large amount of unskilled labor can be employed to advantage in the winter. If you at once — within a week if possible — pass an emergency appropriation of not less than \$50,000, thereby providing the Board with the means of taking over not less than a thousand acres of such land, establishing workmen's camps, cutting the wood and timber, and preparing it for market, and also authorize the employment, as an emergency measure, of laborers at a moderate monthly wage, with board and lodging, — giving preference, if you will, to men with dependent families, — several thousand men if need be can be given work for the next few months, with mutual advantage to themselves and the Commonwealth, preserving at the same time their self-respect, avoiding the pauperizing tendencies of gratuitous relief, and lessening the strain upon the finances of our charitable organizations. If, furthermore, later in the session, you follow up this temporary action by sending to the people the homestead-taking amendment passed last year, and by making certain minor changes in the wet lands reclamation act and the rural credits act, which I intend to recommend at an early opportunity, I believe that a much-needed impulse will be given to the "forward to the land" movement, with ultimate benefits to our manufacturing population not easily overestimated.

PRISON REFORM.

Another obvious reform, often suggested and far too long delayed, is the sale of the Charlestown prison and the application of the proceeds to the establishment of a model State prison in some thinly settled region where prison labor could be utilized

in reclamation work, agriculture and other ways more beneficial to the prisoners and profitable for the Commonwealth than any available in the present location. That both the State and the prisoners may reap the full advantage of such applications of their labor it is essential that diligence and efficiency should be recognized by a carefully guarded provision for a small wage, to be applied in part to the support of dependent relatives, in part for temporary aid at discharge, and in small part to provide such minor prison comforts as may properly be allowed in reward of exemplary behavior.

INTERSTATE INDUSTRIAL COMPETITION.

In recent years Massachusetts has been constantly raising the level of conditions under which our working people have been obliged to perform their labor. So far, despite the misgivings of many employers, the steady improvement in the condition of the working people, compelled by law, has not resulted in any serious loss of business to the Commonwealth. The resulting increased efficiency of the workers has offset the loss in the hours of their labor. But there must come a time when the cost of improved conditions of health and safety and short hours of labor will exceed the increased efficiency which is produced thereby. We have not yet reached that point, but we shall always be approaching it so long as we continue to improve the condition of labor in Massachusetts.

We do not wish to halt our splendid progress in this direction, which is tending to give us a better and healthier citizenship; but we must guard against the danger of raising our level so high that industry will flow off into other States where the standard of labor conditions is much lower. The way to avoid this danger is not by pausing in our legislation to improve the employees' condition, but by making strenuous efforts to induce the other States to raise their standard to the Massachusetts level. We can arouse public opinion in those backward States whose low conditions of labor endanger the interests of the working people of more progressive Commonwealths. We can show the workers of these backward communities that they gain nothing by tolerating such conditions; that if a manufacturing establishment cannot come under proper conditions it ought not to come at all. By the combined effort and agitation of the more progressive States we can without doubt stir the pride and self-interest of those more backward, and by bettering their conditions make it possible to continue our own beneficent labor legislation.

If, however, it is true, as some contend, that the adoption of legislation by Massachusetts to lessen the hours of labor in order to prevent the debilitating effects of fatigue, to prevent accidents by strict insistence upon safety appliances and effective inspection, to prevent poverty, monotony and despair by workmen's compensation and mother's aid, and other advanced social and industrial legislation, — if it is true that all these attempts to ameliorate the condition of our Massachusetts working people may jeopardize their opportunities to work at all in this Commonwealth, by making the cost of doing business here so much higher than in other States where the government is not so careful of its citizens that our Massachusetts industries will be obliged to leave us, we should all the more be impelled to strive with enlightened selfishness to obtain better conditions for the workingmen in other States, that the competition between industries in the different States may be upon more equal conditions. Thus we shall be at once protecting our own workingmen and aiding our fellow citizens in other States of the Union.

It may be that Congress has power, through its control of interstate commerce, to compel the manufacturers of the more backward States, whose products enter into interstate trade, to improve the conditions of their working people. I recommend that provision be made for an investigation with authority —

First, to find out the exact facts as to whether or not our industries are at a disadvantage because of our humanitarian laws.

Second, to inquire into the power of Congress in this regard, and if it is found to exist, to urge Congress to exercise that authority for the benefit of the people of all the States.

SAVINGS BANK LIFE INSURANCE.

The savings bank insurance law of 1907 has now passed the experimental stage in operation, and has amply demonstrated the wisdom of its enactment.

There are now more than 9,500 policies in force, representing more than \$3,600,000 of insurance.

The average yearly net cost of a monthly premium policy which has been in force in the Whitman Savings Bank since the inauguration of the system is 35 per cent less than similar insurance taken from a private company on the weekly premium plan. In other words, it has been made possible for a wage earner beginning at age twenty-one to purchase \$200 of insurance from our savings banks at an average net cost of 6 cents a week, whereas the same amount of insurance in the industrial companies would have cost 9½ cents net.

This is a matter of great and far-reaching significance to our wage-earning population, and I urge upon every employer of labor the importance of bringing to his employees a knowledge of the opportunities offered under this Massachusetts plan. Therefore, I recommend an increase in the amount of the appropriation for the savings bank insurance department in order that a thorough and systematic campaign of education may be entered upon, under the supervision of the trustees of the general insurance guaranty fund, to the end that the benefits of the system shall be extended to every man, woman and child in the Commonwealth.

Hundreds of thousands of our people do not know of the existence of this splendid institution. We ought to advertise its existence and its advantages, that none may be denied the privilege of enjoying it through ignorance of its existence. A government does not do its full duty by merely enacting beneficial laws, it must see that the knowledge of these laws is brought home to its people.

I further recommend the enactment of legislation permitting each savings and insurance bank to issue policies of insurance in any amount up to but not exceeding \$1,000 on any one life.

METROPOLITAN PARK WORK FOR THE UNEMPLOYED.

I have already referred to one method by which relief may properly be afforded to the unemployed. There are also certain metropolitan park projects upon which the stamp of approval has already been set by the Commonwealth. Work on them may be begun at once, with the certainty that it will be merely an anticipation of work which the Commonwealth expects to do at all events at a later date.

Upon one of these projects I can most confidently recommend immediate action, and the appropriation of the sum of \$100,000, to be used for beginning the construc-

tion of that portion of the Old Colony Parkway between Columbia Road and the Neponset River which will give the largest proportion of employment to laborers. The parkway will provide an approach to commercial and water-front lands now delayed in their development by lack of such approach, and will thereby bring an early financial return to the city of Boston, which bears so large a part of the metropolitan park expenditures. The work will be near, also, to the heart of the great city, where the problem of the unemployed is most serious.

V.

TABLE SHOWING DISPOSITION OF STATUTES CITED IN THIS BULLETIN.

NOTE. — References to chapters and sections refer to the statutes. Paragraph numbers refer to the paragraphs in this bulletin. In a few instances the numbers appearing in the column headed "paragraph" refer to pages, no paragraph having been assigned to the portion of the text referred to.

In the column headed "chapter" the chapter numbers have not been repeated. Where a dash appears in the column headed "section" it indicates that reference is made to the entire act.

Revised Laws.			Revised Laws — Con.			1909 — Con.		
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44	1	378		27	544		10	801
	2	379		28	545		11	802
	4	384		29	546		12	803
65	19	990		30	549		13	804
	20	991		31	550		14	805
	22	992					15	806
	23	994		1902.			16	813
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102	78	1001		1904.			20	817
	79	1002	242	1	1391A		21	818
	80	1003					22	819
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	81	1005	310	3	1016		24	821
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	81	1008		1906.		514	47	463
	81	1009	463	—	—		48	463
	81	1010	¹ III.	95	1239		61	415
	81	1011					78	342
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	84	1014	458	1	² 30		104	197
	85	1013	561	10	756		104	495
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165	80	1172A		1908.			128	577
	88	1172B	127	—	526		128	1286
197	1	517	589	4	² 28	534	1	1070
	2	518		6	² 28		8	1067
	3	519	590	38	806B		10	1065
	4	520		38	959A		12	1066
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	7	523	237	—	545	414	1	1335
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	10	526		3	794		—	972
	11	527		4	795	445		
	12	528		5	796	605	3	1067
	13	530		6	797			

¹ Chapter 463 is divided into three parts, numbered successively I, II, and III.² Refers to page.

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251	3	675A	817	—	¹ 29	75	—	497
413	2	733	832	5	¹ 27	76	—	1098A
532	1	696		6	¹ 28	78	—	384
	5	701		7	¹ 28	81	1	378
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	3	1004				97	1	1214A
	3	1005					2	1214B
	3	1006	180	—	1361		3	1214C
	3	1008	204	3	1065	106	1	1092A
	3	1009	241	—	489		2	1092A
	3	1010	247	—	497		3	1092A
	3	1011	347	4	972	108	—	972
	3	1012	373	2	1092A	116	—	329
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628	12	825		6	812	123	—	38
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656	1	1017		—	495	141	—	1352A
751	—	—	568	—	696	142	1	1172A
² III.	3	38	582	—	702		2	1172B
² IV.	1	638	636	—	694	160	—	1391A
	23	663	765	1	733	165	—	1390A
				2	733	168	—	783A
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						177	—	1361
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							2	1412
							3	1413
						179	—	577
							—	1286
						181	—	675A
						183	1	679A
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						186	1	1177A
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							9	921I
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						197	1	¹ 27
							2	¹ 28

¹ Refers to page.² Chapter 751 is divided into five parts, numbered successively I, II, III, IV, and V.

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207	1	1335
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211	—	1017
214	—	499A
216	—	197
	—	495
219	1	499B
	2	499C
220	—	236A
225	1	921L
	2	921M
	3	921N
	4	921O
	5	921P
	6	921Q
	7	921R
234	1	¹ 29
	2	714
236	—	590A
244	—	683A
251	—	1113
253	1	989
	1	990
	2	991
	3	992
	4	994
	5	995A
	6	996
	7	1000A
	8	1000B
259	1	1001A
	2	1002A
	3	1003A
	4	1004A
	4	1008A
	5	1005A
	5	1006A
	5	1009A
	5	1010A
	6	1011A
	6	1012A
	7	1007A
	8	1007B
	9	1014A
	10	1013A
	11	1016A
	12	1015A

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260	1	1323A
	2	1340A
266	1	935
268	1	792A
	2	794A
	3	796A
	4	795A
	5	793A
	6	797A
	7	798A
	8	798B
	9	804A
	10	805A
	11	806A
	12	799A
	13	799B
	14	800A
	15	801A
	16	803A
	17	802A
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	19	814A
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	23	821A
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287	1	647A
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288	1	1216A
292	1	517A
	2	517B
	3	517C
	4	526A
	4	527A
	4	528A
	4	529A
	4	530A
	5	517D
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NOTE. — Paragraph numbers refer to paragraphs as appearing in the first division of this bulletin (pages 7 to 67). Each enactment in 1915, which is an amendment of an earlier enactment, has been given the same paragraph number which the earlier enactment had in the Handbook of Labor Laws (issued as Labor Bulletin No. 104 and containing the labor legislation in effect at the close of the legislative session of 1914). Certain enactments in 1915 which did not specifically amend any part of the text of the law, as published in the Handbook, but which bear, nevertheless, upon the subject matter contained therein, have been given the same paragraph numbers as those of the paragraphs in the Handbook to which they most nearly correspond, accompanied, however, by a capital letter A, B, etc., indicating that the later enactment is of a supplementary character.

In a few instances the numbers appearing in the column headed "paragraph" refer to pages, no paragraph numbers having been assigned to those portions of the text.

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LABOR BIBLIOGRAPHY, 1914.

PREFATORY NOTE.

This bibliography constitutes the fourth annual publication of this character issued by this Bureau; and its immediate value for our own purposes has been so great as to justify its preparation by this Bureau in the absence of such a publication by any other agency. It includes a wide range of important titles, both of books and of articles in periodicals, having reference to the subject of labor in its broad aspect, which appeared during the calendar year 1914. An endeavor has been made to include the more important titles of publications on this subject which have appeared in English, French, and German, and also, so far as obtainable, those in other languages.

In preparing this bibliography numerous sources have been consulted with an effort to make the list as comprehensive as possible. For its own library this Bureau obtains, by purchase and exchange, a large number of magazines and other publications relating to labor, and also a number of journals and book lists in which the more important publications on this subject are reviewed from time to time. In verifying and completing the information with reference to the various publications the Bureau has had access to the files of the Boston Public Library, the Massachusetts State Library, and the Harvard College Library.

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UNITED STATES. COMMISSION ON INDUSTRIAL RELATIONS. *1st annual report.* Washington. 1914. (4), 79 p.

PART IX

SEVENTH ANNUAL REPORT

ON

LABOR ORGANIZATIONS

1914

(ISSUED AS LABOR BULLETIN NO. 112.)

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SEVENTH ANNUAL REPORT
ON
LABOR ORGANIZATIONS, 1914.

I.

INTRODUCTION AND GENERAL SUMMARY.

1. SCOPE AND METHOD OF THE REPORT.

The present report is the seventh¹ of the series of annual reports on the subject of Labor Organizations issued by this Bureau beginning with the report in 1908. The increasing demand for information with reference to industrial conditions in Massachusetts has been such as to justify this Bureau in continuing the collection and publication of statistical data with reference to these organizations, and in enlarging somewhat the scope of its inquiries.

The statistics presented in this report,¹ covering the calendar year 1914, have reference principally to the number and membership of labor organizations in existence in the Commonwealth at the close of the year and the unemployment of organized workmen, data for previous years being presented for comparative purposes. Considerable other information was obtained from labor organizations during the year, but owing to its volume and distinctive character it has been published in separate bulletins as follows: A directory² of labor organizations in Massachusetts, including a list of all national and international organizations represented by one or more locals in the United States; a report³ showing the union scales of wages and hours of labor in effect in the principal organized trades in Massachusetts in 1914; and four quarterly reports⁴

¹ Earlier reports have been issued as follows:

1908 — Part II of the Thirty-ninth Annual Report on the Statistics of Labor.

1909 — Part III of the Fortieth Annual Report on the Statistics of Labor.

1910 — Labor Bulletin No. 87.

1911 — Part II of the Forty-second Annual Report on the Statistics of Labor.

1912 — Labor Bulletin No. 96.

1913 — Labor Bulletin No. 105.

² See Labor Bulletin No. 98 entitled "*Thirteenth Annual Directory of Labor Organizations in Massachusetts, 1914.*"

³ See Labor Bulletin No. 107, entitled "*Union Scale of Wages and Hours of Labor in Massachusetts, 1914.*"

⁴ These reports were issued, respectively, as the Twenty-fifth, Twenty-sixth, Twenty-seventh, and Twenty-eighth Quarterly Reports on Unemployment, in Massachusetts.

on the subject of unemployment in Massachusetts, the principal data contained therein being summarized in Section IV of the present report. In addition to the bulletins containing information based primarily on union returns, the Bureau has issued a compilation of the labor laws¹ in effect in the Commonwealth at the close of the legislative session of 1914, a compilation which, it was believed, would prove of distinct interest to labor organizations.

The data presented in these several reports were secured, for the most part, in answer to inquiries contained in schedules² which were received by mail from union officials who were believed to be well qualified to furnish the requisite information. In those instances where the union officials (resident in Massachusetts) failed to return the schedules properly filled out, agents of this Bureau obtained the information from such officials directly, or from some other reliable source. There were only a few instances where the international officials failed to supply the information requested, and in nearly all of those instances it was possible to obtain the facts from the official journal of the organization or from some organizer or other representative residing in Massachusetts.

The returns here published were furnished as of the date December 31, 1914, with the exception of the quarterly statistics of unemployment, which were as of the respective dates March 31, June 30, September 30, and December 31. In a very few instances, owing to the failure or inability of certain organizations to state their membership as of the date December 31 1914, we have used the corresponding figure obtained at the end of the next earlier quarter of the year, as returned on the Bureau's quarterly schedule on "Employment and Membership".

The data showing the number and membership of organizations in existence on December 31, 1914, as classified by municipalities, industries, and occupations, may be taken as an authoritative and approximately complete showing as to the aggregate membership of all the local organizations in the Commonwealth at the close of the year. With respect to the statistics of unemployment it may be stated that, while no information was received in some instances, and in other instances the inquiries were not applicable owing to the nature of the organization addressed, for all practical purposes the tabulations may be considered sufficiently complete to answer the purpose for which they have been secured — that of showing the general conditions in those occupations, industries, and municipalities which are, to any considerable extent, organized.

¹ See Labor Bulletin No. 104, entitled "*Handbook of the Labor Laws of Massachusetts.*"

² For specimen forms of schedules used, see pages 62 and 63.

Details relating to individual local unions are not published by this Bureau for the reason that we believe such information should be considered *confidential* and that it has served its chief purpose when presented so as to show general conditions throughout the Commonwealth without disclosing facts which might be used to the detriment of any organization. By express permission, however, we are accustomed to publish under the name of the organization to which it applies the information appearing in our Annual Directory of Labor Organizations. In our statistical tables we have not in any case presented facts which referred to less than five unions in any class.

The Bureau desires to manifest that same disposition not to violate the confidence of its reporting agencies in the case of the labor organizations in the Commonwealth that it has steadfastly maintained in the case of industrial establishments for the long period of years (1886-1914) during which it has been accustomed to collect statistics from manufacturers in this State.

2. SUMMARY OF PRINCIPAL DATA.

In the following paragraphs the principal statistical data collected from local labor organizations in Massachusetts during the year have been briefly summarized.

Number and Membership of Local Trade Unions. At the close of 1914 the total number of local organizations in the Commonwealth was 1,392, showing a decrease of 11 organizations during the year, 80 new local unions having been organized during the year, while 91 disbanded or were amalgamated with some other union. The aggregate trade union membership at the close of 1914 was 234,266, showing a decrease of 7,460, or 3.1 per cent, as compared with the aggregate (241,726) at the close of 1913. The aggregate for 1914 included 205,347 males and 28,919 females, as compared with 211,213 males and 30,513 females at the close of 1913, showing for males a decrease of 2.8 per cent and for females a decrease of 5.2 per cent.

Unemployment. The percentages of unemployed for *all causes* of the aggregate number of trade union members for whom reports were received, for the close of the quarters ending on the dates March 31, June 30, September 30, and December 31, were, respectively, 12.9, 9.9, 11.0, and 18.3. The corresponding percentages unemployed for *lack of work* were, respectively, 9.2, 6.9, 8.5, and 14.9. The unemployment appeared to be greater at the close of each quarter in 1914 than at the close of the corresponding quarter in 1913, the percentages unemployed for *all causes*

in 1913 have been, for the respective quarters, 11.3, 6.4, 6.8, and 10.4, and for *lack of work* 7.3, 4.3, 4.3, and 7.3 for the respective quarters.

Wages and Hours of Labor. Notwithstanding the large amount of unemployment observed in nearly all of the more important organized trades in Massachusetts in 1914, the union scales of wages and hours of labor in Massachusetts in 1913 appeared to be quite generally maintained during the year 1914, and, not infrequently, in certain occupations which were not, to any great extent, affected adversely by the industrial depression, increases in the rates of wages and decreases in the hours of labor were secured through the efforts of organized labor.¹

¹ For detailed information on this subject see Labor Bulletins Nos. 97 and 107, which may be consulted in making comparisons between rates of wages and hours of labor in 1913 and 1914 for specific occupations in the various localities.

II.

GENERAL REVIEW OF THE LABOR MOVEMENT IN MASSACHUSETTS IN 1914.

1. PRINCIPAL INDUSTRIAL DISPUTES.

Records on file in this office indicate that during the year 1914 the number¹ of strikes and lockouts which occurred in Massachusetts was decidedly less than in 1913, and they also show that very few, if any, of the disputes which occurred during the present year were as important as the spectacular strikes which occurred in the early months of 1912, of which the strikes of textile workers in Lawrence, Lowell, and other textile centers, and the strike of the street railway employees in Boston were most noteworthy. The relative unimportance of the strikes and lockouts in 1914 was no doubt due, in some measure, to the depression in industry which prevailed quite generally in all trades through the year, as, naturally, there would be less disposition on the part of labor organizations to make demands on employers during a period of general depression than during a period of general industrial prosperity.

Whatever may have been the effect of this general depression in reducing the number of industrial disputes during the year, it was very evident that the activity of the State Board of Conciliation and Arbitration in investigating the controversies which arose between employers and employees, and in determining which party was responsible for the existence or continuance of such controversies, resulted in the settlement of a large proportion of the disputes which otherwise would, no doubt, have resulted in open conflict. In a review of the Board's activities in 1914 it was stated in the report of the Board that 640 matters in dispute, any one of which might have been the occasion of a strike, were considered by the Board during the year.

Of the strikes which occurred during the year 1914, seven received considerable notice in the press, but, while covering in several instances a period of some duration, and affecting comparatively large numbers of establishments and employees, were unattended by any large degree of disturbance such as characterized the principal strikes of 1912. These seven strikes may be briefly described² as follows:

¹ Although this Bureau discontinued its detailed statistical reports on Strikes and Lockouts following the year 1912, it has endeavored to prepare a general review of the industrial disputes which occurred in 1913 and 1914, basing this review on reports by other boards and organizations which have given careful attention to this subject, and upon numerous press clippings which have been subjected to thorough analysis.

² For a fuller description of these and other strikes which were investigated by the State Board of Conciliation and Arbitration, see the Twenty-ninth Annual Report of that Board for the year ending December 31, 1914.

1. A series of strikes on the part of about 600 persons, principally reed and rattan workers, employed by the Heywood Bros. and Wakefield Company in Wakefield, covered, in all, a period of about 50 days. Approximately 400 other employees were indirectly affected. Officials of the American Federation of Labor and of the Industrial Workers of the World were active in conducting the strike, but toward the close of the strike the latter organization abandoned the field.

2. A strike of 67 organized employees of the Northampton Street Railway Company, while lasting for a period of only one week, was important because of the possibility of its extending to other railway lines. In this strike the employees received the assistance of the international union with which the local union was affiliated.

3. A strike of about 130 metal polishers employed by the Hendee Manufacturing Company in Springfield continued for about seven months, and a large number of other employees of the company were indirectly affected. Executive officers of the Metal Polishers International Union and representatives of the National Metal Trades Association, of which the company was a member, represented, respectively, the two parties to the controversy.

4. A general strike of about 125 bartenders employed by 66 liquor dealers in New Bedford, lasted about six days, but owing to some misunderstanding arising from the reinstatement or the filling of places of certain bartenders in several establishments, the controversy was prolonged for several weeks. The International Union granted both moral and financial support to the strikers, while the interests of the employers were represented by the New Bedford Liquor Dealers Association, of which they were members.

5. A strike of about 100 shoe workers employed by the firm of J. J. Grover's Sons in Lynn, and of 18 shoe workers employed in its branch factory in Stoneham, lasted about 10 weeks. In this strike both the United Shoe Workers Union and the Boot and Shoe Workers Union were concerned.

6. A strike of about 286 operatives in the color mixing, soaping, white, and dye departments of the Pacific Print Works in Lawrence lasted about three weeks and resulted in the closing of the works for a period of about one week, and in the loss of employment by over 2,000 other employees during that time. This strike was endorsed by the Industrial Workers of the World and officials of this organization were at first active in their endeavors to organize the employees, but after a time many of these employees withdrew from the organization.

7. A general strike of about 133 organized coal teamsters employed by 22 coal dealers in Lowell lasted somewhat over three weeks. The strikers received the support of the International Brotherhood of Teamsters with which the local union was affiliated.

2. LABOR LEGISLATION IN 1914.¹

During the session of the Massachusetts Legislature in 1914 approximately 500 labor bills (some of which were merely amendatory in character) were introduced, and 95 labor measures were passed during the session, a large number of which had received the active support of representatives of organized labor. The Massachusetts State Branch of the American Federation of Labor, through its Legislative Committee, was particularly active in its endeavor to secure the passage of certain of these bills, and, according to the report of this committee, 26 measures to which it had given support were enacted, in certain instances with some modification. The following descriptive list of the more important of these measures is based principally on the report² of this committee:

Anti-Injunction Act (Chapter 778). This Act, which was considered by the Legislative Committee as, by far, the most important of the labor laws passed in Massachusetts during the year, has been reported upon³ by the Executive Council of the American Federation of Labor as follows:

Beginning with the Revolutionary days, the old Bay State has been a leader in the cause of human freedom. Nor does that Commonwealth now lag behind in the march of progress — it is one of the foremost states in progressive enlightened legislation. During the past year Massachusetts has placed upon its statute books a law securing to the working people — the masses of the people — the legal right to activities necessary for promoting their industrial welfare. This legal right carries with it a greater degree of industrial freedom — a freedom that vitally concerns the lives and the welfare of the people. This law in a very direct and positive manner guarantees to laborers the right to organize, the right to exercise the normal activities of organization in order to better economic conditions, and forbids the misuse of the injunctive process to deny workers the right to legitimate activities in industrial disputes. The law is founded upon the bill drafted and supported by the American Federation of Labor for federal enactment. (The "Pearre Bill," and later the "Wilson Bill.")

¹ Under this caption have been discussed only those more important measures which received the support of organized labor. For a list of the labor laws enacted and of bills introduced during the session, see Massachusetts Labor Bulletin No. 102, entitled "*Action Affecting Labor During the Legislative Session of 1914.*"

² See *Report of the Proceedings of the Twenty-ninth Annual Convention of the Massachusetts State Branch, American Federation of Labor*, pp. 52 to 56.

³ See *Report of the Proceedings of the Thirty-fourth Annual Convention of the American Federation of Labor*, p. 73.

The Executive Council recommends that all state federations and central bodies make every effort to secure the passage by their respective state legislatures of a law such as now exists in Massachusetts.

Advertisements for Persons to Take the Places of Strikers. (Chapter 347.) — This act strengthens previous legislation on this subject.

Investigation of Strikes and Lockouts by the State Board of Conciliation and Arbitration. (Chapter 681.) — By this act the powers and duties of the board are more closely defined. In those cases where a settlement has not been agreed upon and the employers refuse to submit the matter in dispute to arbitration, the board is instructed to investigate the cause of the controversy and ascertain which of the parties thereto is mainly responsible or blameworthy for the existence or continuance of the same, and, unless a settlement to the controversy is reached, to make and publish a report finding such cause and assigning such responsibility or blame.

Wages of Mechanics Employed in the Construction of Public Works. (Chapter 474.) — Chapter 514 of the Acts of 1909 was amended by providing that the wages for a day's work paid to mechanics employed in the construction of public works shall not be less than the customary prevailing wages for a day's work in the same trade or occupation in the locality, city, or town where such public works are constructed.

Preference in Appointment and Employment. (Chapter 600.) — Citizens of the Commonwealth are, by the provisions of this act, to have preference in all work of any branch of the service of the Commonwealth or any city or town therein, and the Civil Service Commission is forbidden to place upon its list any person not a citizen of the United States.

Saturday Half-holiday to Certain Employees of the Commonwealth. (Chapter 688.) — The matter of granting a half-holiday on every Saturday in the year, without loss of pay, to laborers, workmen, and mechanics permanently employed by or on behalf of the Commonwealth, was, by this act, submitted to the voters at the State election in 1914. (On referendum this act was adopted.)

Vacations to Employees of Cities and Towns. (Chapter 217.) — In accordance with this Act laborers regularly employed by cities or towns for more than one year must be granted a vacation of not less than two weeks during each year of their employment, without loss of pay, in those cities or towns accepting the act at the annual State election in 1914.

Workmen's Compensation. (Chapter 708.) — By this act the following important changes were made in the Workmen's Compensation Law: An increase in the proportion of wages to be paid as benefits from 50 to

66 $\frac{2}{3}$ per cent; an increase from \$3,000 to \$4,000 in the amount that may be paid for partial or total incapacity; and an increase from 300 to 500 in the number of weeks during which compensation shall be paid.

Proof of Contributory Negligence. (Chapter 553.) — By the provision that persons injured or killed shall be presumed to have been in the exercise of due care, relief formerly denied to many workmen injured in the course of their employment, was made more readily obtainable.

Safety and Sanitation. — Three acts, amending, in some measure, previous legislation, are worthy of special mention: Chapter 328 provides for better sanitary conditions and the more thorough safeguarding of machinery; Chapter 557 further provides for medical and surgical chests in mechanical and mercantile establishments; and Chapter 566 makes more explicit the penalty for locking of certain doors in industrial establishments during working hours.

Minimum Wage Law. (Chapter 368.) — This act makes more effective the previous legislation providing for the determination of minimum wages for women and minors.

Public Ownership of Street Railways. (Resolve 102.) — By this resolve the Public Service Commission is authorized and directed to file a report relative to the cost to the Commonwealth of acquiring street railways situated within the Commonwealth. (The bill introduced by the State Branch provided that the question of public ownership of street railways be submitted to the voters.)

State University. (Resolve 105.) — By this resolve the Board of Education is requested to report to the next General Court a bill embodying a plan for the establishment of a State university with free tuition and free text books.

The passage of a constitutional amendment granting suffrage to women, and of another providing that the State may authorize the taking of land by the Commonwealth to relieve congestion of population and to provide homes for citizens was endorsed by the State Branch, and urged by its legislative committee.

The following measures also received the support of the committee: The abolition of party enrollment at primaries. (Chapter 790.)

Reorganization of the State Board of Health as a Department of Health. (Chapter 792.)

The further regulation of the licensing of moving picture operators. (Chapter 791.)

The prohibiting of the conveyance of neglected children to courts and asylums in patrol wagons. (Chapter 272.)

The authorizing of co-operative banks to allow shares to remain after maturity. (Chapter 643.)

An act for the better prevention of fires throughout the metropolitan district. (Chapter 795.)

The more important of the bills supported by the committee which failed of passage had reference to the following subjects:

Initiative and referendum; Home rule for cities; Recall of judicial decisions; Popular election of judges; Reduction of hours of labor for children; Tax exemption of homesteads; Eight-hour day for paper mill workers; License law for barbers; Amendments of certain pension acts; Removal from the poor authorities of the administration of the law providing aid for mothers with dependent children; The prohibiting of construction or repair work on institution buildings by inmates thereof.

The committee strenuously opposed legislation providing for compulsory arbitration of strikes and lockouts and for biennial elections, and legislation of this character was defeated.

The principal legislation endorsed by the convention in 1914 and which the committee was instructed to support, had reference to the following subjects:

Initiative and referendum; Woman suffrage; The homestead constitutional amendment; Home rule for cities; Reduction of the hours of labor for children; Eight-hour day for paper mill operators; License law for barbers; The removal from the poor authorities of the administration of the law providing aid for mothers with dependent children; The submission to the voters of the question of public ownership of street railways.

3. CONVENTION OF THE MASSACHUSETTS STATE BRANCH AMERICAN FEDERATION OF LABOR.

The Massachusetts State Branch of the American Federation of Labor held its 29th annual convention in Boston, on September 1-26, inclusive. The number of delegates who presented credentials was 317, this being the largest number of delegates that had ever attended an annual convention of this organization, and was in distinct contrast with the representation at the Boston convention which was held 22 years before, when only 25 delegates were present. Addresses of welcome were delivered by the Mayor of Boston, the Lieutenant-Governor, the Treasurer of the Commonwealth, and by the President of the Boston Central Labor Union.

The reports of the executive officers showed marked progress of the

organization during the year. At the time of the convention 32 central labor unions and 391 local unions were affiliated with the State Branch. During the fiscal year ending in September, 1914, 62 unions with an aggregate membership of approximately 10,000 wage-earners became affiliated with the organization. The Executive Board reported that numerous charters for the organization of new unions in Massachusetts had been issued by the international organizations during the year and that these new organizations covered a wide representation both of localities and occupations.

The action of the previous convention in providing for permanent headquarters for the organization, and for the payment of an increased salary for full-time service of the Secretary-Treasurer, was found to have resulted in greatly increasing the efficiency of the organization. According to reports of the executive officers made at the convention, the organization had enjoyed the most successful year in its history, and attention was called to its improved financial standing, the important labor legislation obtained through its efforts, the increase in the number of its affiliated unions, and the highly satisfactory progress of the labor movement in this State.

Among the resolutions passed at this convention one urged the further support of the labor press and another provided for the appointment of a committee to prepare plans for a campaign for the purpose of increasing the sale of goods bearing the union label.

Considerable time was devoted at this convention to a consideration of the report of its Legislative Committee. Many items of legislation were endorsed and the committee was directed to introduce bills covering these matters at the legislative session of 1915, and to lend its support to other bills relating to these subjects which might be introduced independently of the committee.

III.

NUMBER AND MEMBERSHIP.

1. INTERNATIONAL ORGANIZATIONS.

Within the specific industries or trades over which they have jurisdiction the national and international unions¹ assist in the organizing activities of their affiliated locals and in securing improved conditions for their members. The relationship between local unions and international unions is, therefore, so intimate that any adequate consideration of the locals in Massachusetts should include at least a brief statement relative to the number and aggregate membership of the locals in Massachusetts affiliated with the respective international unions.

A careful canvass² of the international unions having one or more affiliated locals in the United States showed that there were 145 organizations of this character, of which number 113, or 77.9 per cent, were represented by affiliated locals in Massachusetts, and that the aggregate number of local unions in the United States was approximately 31,000, of which number 1,392,³ or 4.5 per cent, were in Massachusetts. According to a report by the New York State Bureau of Labor the aggregate trade union membership in the United States in 1913 was 2,604,701,⁴ and accepting this aggregate as approximately correct for 1914 (there having been only a slight change in trade union membership during the year), we find that Massachusetts, with 234,266 trade unionists at the close of the year, furnished approximately 9.0 per cent of the aggregate number in the United States.

A large majority of the international unions in the United States are affiliated with the American Federation of Labor. It is therefore important that a statement be made with reference to the number and membership of the local organizations directly or indirectly affiliated with this Federation. Of the 145 internationals having affiliated locals in the United States, 109, or 75.2 per cent, were affiliated with the American Federation of Labor, and of these 109 internationals, 84, or 77.1 per cent,

¹ As used in this report the terms "international organization" and "international union" include, for purposes of brevity, both national and international unions. For definitions and use of terms in this and other sections of this report, see Appendix, pages 60 and 61.

² For the statistics in detail by international unions, see Table 1 on pages 47 to 50.

³ Of this number 46 were *directly* affiliated with the American Federation of Labor and 31 were *independent*, *i.e.*, were not affiliated with any international organization.

⁴ No effort was made by this Bureau to ascertain at first hand the aggregate membership of all unions affiliated with each international, as it was not deemed advisable to duplicate the work of the New York Bureau of Labor Statistics in compiling information of this character. See article on "*International Trade Union Statistics*", in New York Labor Bulletin No. 67, November, 1914.

were represented by one or more locals in Massachusetts. The total number of local labor organizations in Massachusetts affiliated with the Federation, either directly or through the 84 affiliated internationals which had chartered locals in the State, was 1,136, or 81.6 per cent of the 1,392 locals in the State, while the aggregate number of organized wage-earners in Massachusetts, directly or indirectly affiliated with the Federation, was 173,443, or 74.0 per cent of the 234,266 organized trade unionists in the State.

The aggregate membership of the American Federation of Labor "paid-up and reported" in September, 1914, was 2,020,671.¹ Using this aggregate as a basis it is found that Massachusetts, with 173,443 trade union members directly or indirectly affiliated with the Federation at the close of the year, furnished approximately 8.6 per cent of the aggregate membership of the Federation.

There were 13 internationals, each of which was represented in Massachusetts by affiliated locals having an aggregate membership of over 5,000 members. These internationals are listed in the following table in the order of their aggregate membership, and for each organization the number of affiliated locals in the United States and in Massachusetts, and the aggregate membership of affiliated locals in Massachusetts, are shown.

National and International Unions Represented by over Five Thousand Members in Massachusetts at the Close of 1914.

NAMES OF NATIONAL OR INTERNATIONAL UNIONS. (Arranged in the order of aggregate membership in Massachusetts.)	NUMBER OF AFFILIATED LOCAL UNIONS		Membership of Affiliated Local Unions in Massachusetts
	In the United States	In Massachusetts ²	
Boot and Shoe Workers Union,	167	69	28,411
Carpenters and Joiners of America, United Brotherhood of,	1,991	150	18,548
Railway Employees of America, Amalgamated Association of Street and Electric,	220	27	15,386
Teamsters, Chauffeurs, Stablemen, and Helpers of America, National Brotherhood of,	560	42	10,903
Shoe Workers of America, United,	47	24	8,065
Textile Workers of America, United,	205	42	7,863
Electrical Workers, International Brotherhood of,	555	41	7,673
Weavers, National Federation of Cloth,	13	4	5,937
Hotel and Restaurant Employees International Alliance and Bartenders International League,	596	37	5,692
Printers, Decorators, and Paperhangers of America, Brotherhood of,	1,088	63	5,685
Bricklayers, Masons and Plasterers International Union of America,	965	45	5,415
Garment Workers of America, United,	267	10	5,254
State, City, and Town Employees, National Federation of,	39	33	5,234

¹ See "Report of the Proceedings of the Thirty-fourth Annual Convention of the American Federation of Labor," p. 44.

² In addition to the organizations having over 5,000 members in Massachusetts listed in this table, there were five organizations, each having more than 25 locals in this State, but having an affiliated membership of less than 5,000.

The Boot and Shoe Workers Union, with an affiliated membership of 28,411, ranked first in point of membership, followed in order by the United Brotherhood of Carpenters and Joiners of America, with 18,548 members, and the Amalgamated Association of Street and Electric Railway Employees of America, with 15,386, while each of 10 other organizations were represented by over 5,000 members in affiliated locals in Massachusetts.

With reference to the number of affiliated locals in the State it should be pointed out that the relative rank of the several organizations on the basis of number of affiliated locals by no means corresponds with their rank on the basis of aggregate membership. The United Brotherhood of Carpenters and Joiners of America, with 150 locals in Massachusetts, ranked first with respect to the number of locals in this State, the Boot and Shoe Workers ranked second with 69 locals, and the Brotherhood of Painters, Decorators, and Paperhangers of America, with 63 locals, ranked third. In addition to these three organizations there were 15 others (five of which are not listed in the table) which had over 25 affiliated locals in the State.

For the purpose of comparison with the number of locals in Massachusetts, the corresponding number of locals in the United States is also shown in the table. It is of interest to note the proportionate representation in Massachusetts as indicated by the number of locals affiliated with the several internationals listed, ranging as high as 51.1 per cent in the case of the United Shoe Workers of America, and 41.3 per cent in the case of the Boot and Shoe Workers Union. In these two cases the percentage is naturally high, for the reason that a considerable portion of the boot and shoe manufacturing establishments in the United States are located in this State.

The number of locals, as classified under each occupation elsewhere in this report, does not represent invariably the number of locals in Massachusetts affiliated with any international having jurisdiction over that occupation, for in some cases one or more of these internationals conflict in their jurisdiction over the same occupation or group of occupations, while in other cases several closely related occupations may be under the jurisdiction of a single international.

2. DELEGATE ORGANIZATIONS.

A. INTRODUCTORY.

Nearly all of the local organizations in Massachusetts, while affiliated with their respective international organizations, are at the same time affiliated with what this Bureau has found convenient to designate as

"delegate organizations",¹ which have no direct membership but consist merely of "delegates" or "representatives" from groups of local unions. These organizations have, for convenience, been grouped under three classes: (A) State, District, and Trades Councils; (B) Central Labor Unions; and (C) Local Trades Councils.

B. STATE, DISTRICT, AND TRADES COUNCILS.

The total number of organizations included in this group² at the close of 1914 was 74, as compared with a total of 71 at the close of 1913. These 74 organizations included 12 State Branches, comprising locals affiliated with various internationals; seven New England District Councils having affiliated locals in Massachusetts; 26 Railway Adjustment Committees, Grievance Committees, and Conference Boards; and 29 District Trades Councils (including carpenters, 11; painters, five; machinists, three; and others, 10). The number under each class in 1914 varied but little from that in 1913, the only variations being an increase of one each in the number of State Branches, Railway Adjustment Committees, and Painters District Councils.

The organizations of this character having at least 25 affiliated organizations in Massachusetts were: The Massachusetts State Branch of the American Federation of Labor, which at the close of the year represented 32 central labor unions and 391 local unions; the Massachusetts State Council, United Brotherhood of Carpenters and Joiners, with 150 locals; the Grand Council of Carpenters of Eastern Massachusetts, with 68 local unions and 7 Local District Councils; the Massachusetts State Conference of Bricklayers, Masons, and Plasterers, with 45 locals; the New England Organizing Conference of Boot and Shoe Workers, with 39 locals; the Massachusetts State Conference of Painters, Decorators, and Paperhangers, with 34 locals; the Massachusetts State Association of the United Association of Journeymen Plumbers, Steamfitters, and Steamfitters Helpers, with 31 locals; and the New England District Council of Electrical Workers, with 30 locals.

C. CENTRAL LABOR UNIONS.

The number of central labor unions in Massachusetts at the close of 1914 was 36, as compared with 35 in 1913. There was one such body in each of 25 cities and 11 towns. In 10³ cities there was no organization

¹ See definition on page 60.

² For a comparative statement for the years 1908-1914, see Table 2 on page 50.

³ While these cities had no central labor union, at least one of the local unions in each of these cities was affiliated with a central labor union in a neighboring city.

of this character, namely, Attleboro, Beverly, Everett, Medford, Melrose, Newburyport, Newton, Revere, Waltham, and Woburn. 'During the year two central labor unions were organized, one in Plymouth and one in Southbridge, while in Bridgewater the central labor union was disbanded.

The aggregate number of local unions (including a few duplications) affiliated with the 36 central labor unions in Massachusetts was 810. There were 14 central labor unions, each of which had 20 or more affiliated locals, as follows: Boston, 173; Springfield, 52; Worcester, 47; Brockton, 44; Lowell, 37; Holyoke, 34; New Bedford, 31; Lawrence, 29; Lynn, 29; Fall River, 27; Cambridge, 25; Haverhill, 25; Taunton, 24; and North Adams, 21, making a total of 598 locals affiliated with these 14 central labor unions. The number of locals affiliated with the remaining 21 central labor unions was 212.

D. LOCAL TRADES COUNCILS.

Within this group there were 63 organizations at the close of 1914 as compared with 56 at the close of 1913. Among these 63 organizations there were 11 carpenters' district councils, 12 building trades councils or sections, seven allied printing trades councils, six joint shoe councils, five textile councils, and 22 other local trades councils. Of these 63 organizations, 21 were in Boston, five each in Brockton and Lynn, four each in Lawrence and Springfield, three each in Lowell, New Bedford, and Worcester, two each in Fall River, Holyoke, Pittsfield, and Quincy, and one each in Haverhill, Maynard, North Adams, Salem, Taunton, Westfield, and Whitman. The organizations of this character were confined to these 19 localities, all of which (except Maynard and Westfield) are cities. In each of these 19 localities (except Maynard and Whitman) there was also a central labor union. (See Section C, preceding, relative to Central Labor Unions.)

3. LOCAL TRADE UNIONS.

A. INTRODUCTORY.

In this report statistics are presented showing the number of labor organizations in Massachusetts at the close of each of the seven years, 1908 to 1914; also, for the close of 1913 and 1914, the number and membership of locals in the leading cities and towns, the number and mem-

bership of local unions classified by occupations and by industries, and the number of women in these organizations classified by occupations.¹

B. COMPARISONS BY YEARS, 1908-1914.

In the following table is shown the total number of local unions in Massachusetts at the close of each of the seven years, 1908 to 1914, together with additional returns showing by sex the aggregate membership reported on corresponding dates.

Number and Membership of Local Trade Unions at the Close of Each Year Specified.

YEARS.	Number of Local Unions	MEMBERSHIP REPORTED		
		Males	Females	Both Sexes
1908,	² 1,243	³ 162,475	³ 10,924	³ 173,399
1909,	1,244	⁴ 164,465	⁴ 11,810	⁴ 176,275
1910,	1,250	168,400	18,910	187,310
1911,	1,282	174,899	16,139	191,038
1912,	1,361	211,019	25,749	236,768
1913,	^c 1,403	211,213	30,513	241,726
1914,	1,392	205,347	28,919	234,266

The membership of the 1,392 local unions in the Commonwealth at the close of 1914 was 234,266, as compared with a membership of 241,726 for the 1,403 local unions in existence at the close of 1913. The net decrease⁵ in the membership during the year was 7,460 members, or 3.1 per cent. The number of new local unions organized during the year 1914 was 80, and the number which disbanded or combined with some existing local union was 91, making a net decrease of 11 locals during the year.

The membership of the 80 new unions which were organized during the year was 9,944, and the membership of the 91 unions which disbanded or amalgamated with other organizations was 5,822, while there was a

¹ The detailed tables will be found on pages 51 to 54 and are numbered, respectively, 3, 4, 5, and 6.

² In the report for 1908, the number of local unions for that year was given as 1,256. This total included 13 unions which are not included in the totals for the other six years in the table, and which were not, strictly speaking, labor organizations, but rather educational and beneficial organizations. The totals for 1908 have, accordingly, been corrected as above in order that the totals for the several years may be strictly comparable.

³ Estimated on the basis of returns from 1,160 unions which reported an aggregate membership of 161,887, of which number 151,765 were males and 10,122 were females.

⁴ Estimated on the basis of returns from 1,185 unions which reported an aggregate membership of 168,037, of which number 156,799 were males and 11,238 were females.

⁵ In Lawrence, Fall River, Lowell, and New Bedford the losses in membership were principally by local unions affiliated with the Industrial Workers of the World.

net decrease of 11,582 in the membership of the 1,312 unions which were in existence both at the close of 1913 and 1914. It therefore appears that although the gain in new members in 1914, due to the organization of new unions during the year, was greater by 4,122 than the loss due to the disbanding of former unions, there was, nevertheless, a net *decrease* of 7,460 in aggregate membership at the close of 1914, as compared with the aggregate at the close of 1913, due to the decrease (11,582) in aggregate membership of unions which were in existence both at the close of 1913 and 1914.

The average membership of the local organizations in existence at the close of 1914 was 168.3, as compared with an average membership of 172.3 at the close of 1913 and 174.0 at the close of 1912.

C. DISTRIBUTION OF LOCAL UNIONS BY MUNICIPALITIES.

A classification of local organizations by cities and towns is a rather essential one because the unit sphere of union activity is the local community, whether that be a city, a town, or a section of a city or town. The preparation of such a classification is no simple task for the reason that in many instances a so-called "local organization" may have jurisdiction over one or more adjoining cities or towns, or, in the case of railroad organizations, over even an entire railroad system. In those instances where the jurisdiction of an organization covers more than one city or town the Bureau has classified such organization under that city or town in which it maintains its headquarters, the membership of such organization being largely confined to the locality in which its headquarters are located. The total membership of organizations classified under Boston, for example, is probably in excess of the actual number of organized workingmen who reside in Boston because, for convenience, certain residents of neighboring localities may be members of an organization having its headquarters in Boston. In the case of certain so-called local railroad organizations the membership may include employees from even distant points on the particular railroad system represented; nevertheless, the point of departure is the essential consideration, and it is partly for this reason that no attempt has been made to determine the actual residence of the members of such unions. Accurate showing on the latter basis would obviously be very difficult, rendering it necessary for the Bureau to ascertain the actual place of residence of each member of each local organization in the State, or at least to secure a statement in detail from each organization as to the residence of its members, a task which the value of the information would hardly justify.

Boston far out-ranked all other cities both with respect to the number of unions and their aggregate membership. Of the 1,392 local unions in existence in Massachusetts at the close of 1914, 297, or 21.3 per cent, had their headquarters in Boston, as compared with 305, or 21.7 per cent, of the 1,403 unions in Massachusetts at the close of 1913. Of the aggregate membership (234,266) in Massachusetts at the close of 1914, 96,343, or 41.1 per cent, were in unions having their headquarters in Boston, as compared with 96,621, or 40.0 per cent of the aggregate membership (241,726) in Massachusetts at the close of 1913. These records, therefore, show that although there was in 1914 a net decrease of eight unions having their headquarters in Boston, a net decrease of 278 in aggregate membership, and a slight decrease in the percentage of all unions in Massachusetts having their headquarters in Boston, there was an increase in the percentage of the aggregate membership in Massachusetts who were members of unions having their headquarters in Boston. The cities having 25 or more local unions were: Boston, 297; Springfield, 71; Worcester, 66; Lynn, 63; Lowell, 58; Brockton, 49; Holyoke, 45; Lawrence, 40; New Bedford, 40; Fall River, 37; Salem, 32; Fitchburg, 31; Haverhill, 31; and Taunton, 29.

The cities represented by a membership of over 2,500 were as follows: Boston, 96,343; Brockton, 15,904; Lynn, 13,755; Springfield, 9,241; Fall River, 8,770; New Bedford, 8,729; Worcester, 8,254; Haverhill, 6,353; Lawrence, 6,115; Lowell, 6,067; Salem, 4,213; Holyoke, 4,012; Quincy, 2,577.

At the close of 1914, 127 municipalities in the State were represented by at least one local trade union, there being at least one local in each of the 35 cities and in 92 of the 318 towns, leaving 226 towns not so represented. The municipalities represented at the close of 1914 were the same as in 1913, with the exception of Hardwick, Lexington, Wellesley, and Westwood, which were represented in 1913 but not in 1914.

A comparison of the number of local trade unions in these 127 localities at the close of 1914 with corresponding data for 1913 shows that in 92 localities there was no change in the number of local unions; in 15 localities there was an increase; and in 24 localities there was a decrease (Hardwick, Lexington, Wellesley, and Westwood, which had one local each in 1913, having no locals in 1914). There was a net increase in the number of unions in each of the following localities: Lynn, four; Maynard and Springfield, three each; Chicopee, Fitchburg, Lowell, New Bedford, Norwood, and Waltham, two each; and six other localities, one each. The localities in which there was a net decrease in the number

of local unions were the following: Boston, eight; Lawrence, four; Worcester, three; Brockton, Greenfield, and Quincy, two each; and in 18 other localities, one each.

In each of 45 of the 131¹ municipalities having one or more local unions in 1913 or 1914, there was a net increase in union membership aggregating 4,116; in each of 81 localities there was a net decrease aggregating 11,576; while in five localities the union membership remained unchanged. The net decrease in union membership was 7,460. The localities showing increases of more than 300 union members were Springfield, 526; Maynard, 492; Haverhill, 354; Salem, 323; and Framingham, 313. The localities showing decreases of more than 300 members were: Lawrence, 4,335; Fall River, 1,284; Cambridge, 1,102; Gloucester, 660; Lowell, 368; New Bedford, 349; Brockton, 335; and Worcester, 314. The decreases in Lawrence, Fall River, Lowell, and New Bedford were due principally to loss of members by unions affiliated with the Industrial Workers of the World.

D. COMPARISONS BY INDUSTRIES AND OCCUPATIONS.

(a) *Industries.*²

Owing to the fact that local unions are not always organized strictly on an industrial basis it is somewhat difficult to classify them on the basis of industries, consequently it has been found necessary, in some instances, to classify a particular union under that industry in which the greater portion of its members may be employed.

The 1,392 local unions in existence in Massachusetts at the close of 1914 may be classified as follows: Building trades, 368; transportation (steam and electric), 160; boot and shoe manufacturing, 104; iron and steel manufacturing, 94; textiles, 62; printing and allied trades, 56; and all other industries, 548. In point of numbers of organized workers, boot and shoe manufacturing ranked first with 41,740 members, followed by building trades with 38,304; transportation, 35,367; textile manufacturing, 18,777; iron and steel manufacturing, 7,535; and printing and allied trades, 6,769.

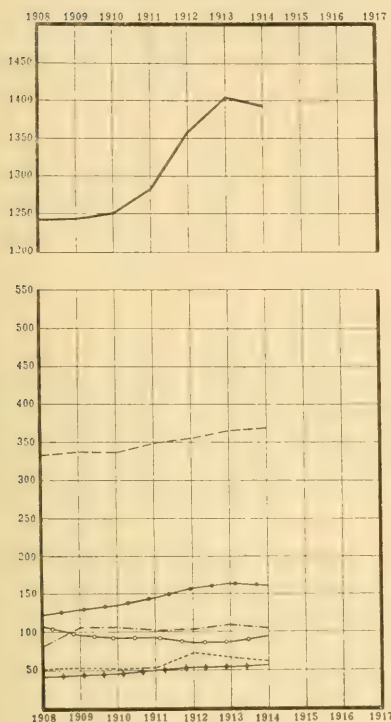
A chart showing graphically the number and membership of local labor organizations in Massachusetts at the close of each year, 1908 to 1914, appears on the opposite page, and the statistics on which the graphs are based appear in the table on page 26:

¹ Includes four towns which were represented by one union each in 1913 but by no union in 1914.

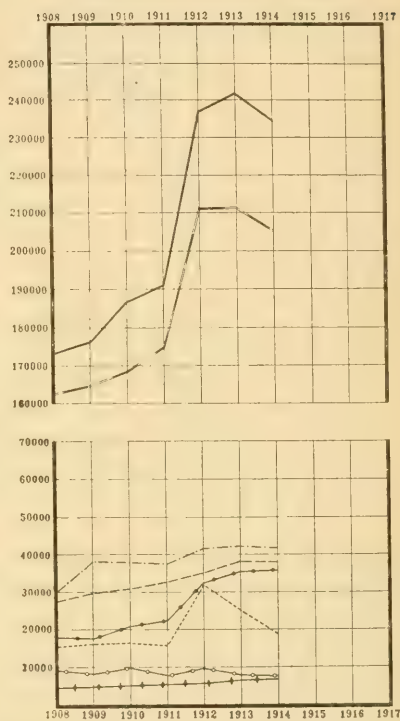
² For a tabulation showing in detail the number and membership of local unions in Massachusetts at the close of 1913 and 1914, see Table 6 on page 54.

LABOR ORGANIZATIONS — 1908-1914.

Number of Local Unions.



Membership of Local Unions.



LEGEND

- | | |
|---------------------------------------|---------------------------------|
| — ALL INDUSTRIES | — MALES |
| - - - BUILDING TRADES | TEXTILE WORKERS |
| — ♦ — TRANSPORTATION STEAM & ELECTRIC | — ○ — IRON & STEEL MANUFACTURES |
| - - - BOOT & SHOE WORKERS | — ♦ — PRINTING & ALLIED TRADES |

Number and Membership of Local Unions in Existence at the Close of Each Year, 1908–1914, Classified by Principal Industries.

Number of Local Unions.

YEARS.	All Industries	Boot and Shoe Manufacturing	Building Trades	Transportation (Steam and Electric)	Textiles	Iron and Steel Manufacturing	Printing and Allied Trades	All Other Industries
1908,	1,243	82	333	122	51	106	42	507
1909,	1,244	107	337	129	53	95	44	479
1910,	1,250	107	336	135	51	92	45	484
1911,	1,282	101	349	146	52	92	50	492
1912,	1,361	102	355	157	73	85	53	536
1913,	1,403	108	364	163	67	86	54	561
1914,	1,392	104	368	160	62	94	56	548

Membership of Local Unions.

1908,	173,399	30,004	27,539	17,971	15,479	9,021	4,658	68,727
1909,	176,275	38,242	29,791	17,480	16,117	8,189	4,774	61,682
1910,	187,310	37,808	30,710	20,931	16,654	9,976	4,908	66,323
1911,	191,038	37,512	32,648	22,274	15,863	7,883	5,355	69,503
1912,	236,768	41,529	35,059	32,224	31,962	9,952	5,753	80,239
1913,	241,726	42,204	38,272	35,346	25,028	7,929	6,682	86,265
1914,	234,266	41,740	38,304	35,367	18,777	7,535	6,769	85,774

During the period 1908–1913 there was an increase in the number of unions in all industries from 1,243 to 1,403, but in 1914 there was a slight falling off to 1,392. Likewise there was an increase in membership during the period 1908–1913 from 173,399 to 241,726, and in 1914 a decrease to 234,266. In 1912 there was a very large increase both in the number of unions and in membership, but in 1913, although there was an increase of 42 unions, the increase in membership in all industries was less than 5,000, while in 1914 there was a decrease of 11 unions and 7,460 members.

In the following paragraphs the principal industries are separately considered.

Boot and Shoe Manufacturing. In 1908 there were 82 unions of boot and shoe workers in the State, and in 1909 the number increased to 107, with a corresponding increase in membership from 30,004 to 38,242. During the years 1910–1914 the number of unions varied slightly, but with the exception of 1911 (when there was a slight falling off in membership) the membership had increased each year until 1914, when there was a slight falling off, the number of members in that year being 41,740 as compared with 42,204 in 1913.

Building Trades. With the exception of the year 1910 there was a gradual increase each year in the number of unions in these trades from

333 in 1908 to 368 in 1914, while the increase in membership was from 27,539 to 38,304, the increase in 1914 being, however, very small.

Transportation (Steam and Electric). With the exception of a slight decrease in the number of unions in 1914 and in membership in 1909 there was an increase each year both in the number and membership of unions classified in this group, the number of unions having increased from 122 in 1908 to 163 in 1913 (160 in 1914), and the membership having increased from 17,971 in 1908 to 35,367 in 1914. In 1912, when special efforts were made to organize the street railway employees, there was an increase of nearly 10,000 members.

Textiles. During the years 1908-1911 there was very little change either in the number or the membership of unions in the textile industries, but in 1912, as a result of efforts made by the Industrial Workers of the World to organize employees in the leading textile centers of this State, there was a large increase both in the number of unions and aggregate membership, the membership having increased from 15,863 in 1911 to 31,962 in 1912, or about 16,000. During the years 1913-1914, however, there was a large falling off in the aggregate membership of local unions in the textile industry, due, principally, to the disbanding of, or loss of membership by, certain of the local unions of Industrial Workers which were organized in 1912, but the number of local unions in this industry identified with the American Federation of Labor has shown a fairly steady increase each year and also an increase in aggregate membership.

Iron and Steel Manufacturing. In 1906 there were 106 local unions, with an aggregate membership of 9,021, in this branch of industry, but since that year there has been a falling off both in the number of unions and the membership, with the result that in 1914 the number of unions had fallen to 94 and the membership to 7,535. In 1910 and in 1912, however, the aggregate membership was somewhat in excess of the aggregate reported in 1908.

Printing and Allied Trades. During the period 1908-1914 there was an increase each year, both in the number of unions and the aggregate membership in this industry. In 1908 the number of unions was 42 and the membership 4,658, and in 1914 there were 56 unions with a membership of 6,769.

(b) Occupations.

Local unions, for the most part, are organized on the basis of specific occupations or crafts, but in some instances it is necessary to classify a particular union under that occupation in which the greater portion of its members may be employed or to combine several occupations under

one title in those cases where the members of the local union are not all employed in the same occupation. Thus, in the case of certain unions of boot and shoe workers, known as "mixed unions", the membership may consist of lasters, stitchers, cutters, and others in diversified branches of the work of boot and shoe manufacturing. Such mixed unions are more apt to be found in those localities in which there are not a sufficiently large number in any single branch of the trade to justify the formation of a separate union. Owing to these difficulties in classification it has not been possible to present the returns with that degree of detail or exactness in classification that might be possible were the returns supplied by the individual as the unit of investigation, as in the case of a census. Nevertheless, the returns by occupations are presented sufficiently in detail¹ to serve the present purpose of comparison.

The occupations in which there were 25 or more unions at the close of 1914 were: Carpenters, 151; boot and shoe workers, 104; painters, decorators, and paperhangers, 64; textile workers, 61; bricklayers, masons, and plasterers, 48; machinists, 44; plumbers, steamfitters, and gasfitters, 44; teamsters, chauffeurs, and stablemen, 43; electrical workers, 41;² municipal employees, 39; barbers, 35; molders and coremakers, 29; musicians, 29; bartenders, 28; and street and electric railway employees, 27. In the following occupations there was a net change of more than five unions in 1914 as compared with 1913: A net increase of 13 unions of electrical workers (of which four were unions of telephone workers) and seven unions of machinists, and a net decrease of six unions of textile workers³ and of five unions of retail clerks.

The occupation comprising the largest number of organized workingmen in 1914 was boot and shoe making, including 41,740 members in 104 local unions and constituting 17.8 per cent of the aggregate membership of all the local trade unions in the State. Textile workers ranked second with a total membership of 18,662 in 61 locals, followed in order of membership by carpenters, 18,558; street and electric railway employees, 15,386; teamsters, chauffeurs, stablemen, etc., 11,113; garment workers, 8,300; electrical workers, 7,673 (including 3,413 telephone operators); painters, decorators, and paperhangers, 6,376; bricklayers, masons and plasterers, 5,637; municipal employees, 5,551; musicians, 5,133; machinists, 4,642; hod carriers and building laborers, 4,498; railroad trainmen, 4,281; bartenders, 4,073; cigarmakers, 3,352; plumbers, steam-

¹ For information in detail by occupations, see Table 4, on page 52.

² Including 9 local unions of telephone operators which are affiliated with the International Brotherhood of Electrical Workers.

³ This decrease consisted principally of members of local unions affiliated with the Industrial Workers of the World.

fitters, and gasfitters, 3,231; compositors, 3,008; barbers, 2,708; and molders and coremakers, 2,502.

A comparison of the returns of membership for 1914 with those for 1913 indicates that in 20 of the 60 occupations specified there was an increase in the number of organized workingmen; in 40 there was a decrease. The increases of more than 1,000 members were as follows: Electrical workers (including telephone operators), 1,931; teamsters, chauffeurs, stablemen, etc., 1,234; and street and electric railway employees, 1,074. Two occupations showed decreases of more than 1,000 members, as follows: Textile workers, 6,366¹, and carpenters, 1,408.

E. WOMEN IN LABOR ORGANIZATIONS.

In several occupations in Massachusetts organized women wage-earners are well represented. A tabulation² by sex of the membership of labor organizations in the State shows that at the close of 1914 there were 198 unions having women as members as compared with 195 at the close of 1913. The aggregate female membership at the close of 1914 was 28,919 as compared with an aggregate female membership of 30,513 one year earlier, representing a loss of 1,594 women members, or 5.2 per cent, as compared with a net gain of 4,764, or 18.5 per cent, during the year 1913. The principal increases during 1914 were: Telephone operators, 865, and garment workers, 614, whereas in 1913 the principal increases were boot and shoe workers, 1,867 and garment workers, 1,148.

The municipalities in which there were at least 1,000 female trade unionists at the close of 1914 were: Boston, 9,391; Brockton, 3,925; Fall River, 2,507; Lynn, 2,281; and New Bedford, 1,712. In each of the following municipalities there were over five local unions having female members at the close of 1914: Boston, 41; Brockton, 15; Lynn, 14; Fall River and Springfield, eight each; Haverhill, seven; Fitchburg, Lowell, New Bedford, and Worcester, six each.

Of the 28,919 female trade unionists in the Commonwealth at the close of 1914, 11,594, or 40.1 per cent, were boot and shoe workers; 5,428, or 18.8 per cent, were textile workers; 3,799, or 13.1 per cent were garment workers; 3,413, or 11.8 per cent, were telephone operators; and 4,685, or 16.2 per cent, were distributed among other occupations.²

Of the 198 unions which had female members at the close of 1914, 22, with an aggregate membership of 5,536, were composed *entirely* of women. Six of these 22 unions were in Boston, three were in Springfield, and there was one in each of the following municipalities: Cambridge, Con-

¹ Principally members of the Industrial Workers of the World.

² For tabulation in detail by occupations, see Table 5, on page 53.

cord, Fitchburg, Framingham, Gloucester, Holyoke, Ludlow, Lynn, Marlborough, Maynard, Norwood, Salem, and Worcester.

There were 67 unions, each of which had 100 or more female members, and of this number two had over 2,000 female members each, one between 1,500 and 2,000, two were represented by a female membership ranging between 1,000 and 1,500, 10 between 500 and 1,000, and 52 included from 100 to 500 female members.

F. MEMBERSHIP OF THE LARGEST LOCAL UNIONS, 1914.

Of the 1,392 local unions in existence in Massachusetts at the close of 1914, 30 reported a membership of 1,000 or over. The membership of the largest union was 7,850, of the next largest, 3,600, and of the third in size, 3,200. Seven unions had a membership ranging between 2,000 and 3,000, five between 1,500 and 2,000, and 15 between 1,000 and 1,500. Fourteen of the 30 unions which had a membership of 1,000 or over were located in Boston, five in Brockton, three in Lynn, two in New Bedford, and one each in six other cities and towns. Twelve of these 30 were unions of boot and shoe workers, four were unions of textile workers, three were unions of garment workers, and there was one union each as follows: Bartenders, bricklayers, cigarmakers, compositors, government employees, hod carriers and building laborers, musicians, painters, street and electric railway employees, teamsters, and telephone operators.

G. MEMBERSHIP OF IDENTICAL UNIONS, 1913 AND 1914.

During the course of a single year a considerable number of local unions disband and many new ones are formed; consequently, while the total number of unions existing at the close of one year may vary but little from the total number existing at the close of the previous year, tabulations based on these totals may by no means represent identical unions. In order to ascertain the actual fluctuation in membership of identical unions (*i.e.*, of unions reporting their membership both at the close of 1913 and 1914) a table¹ has been prepared showing, for specified cities and for other cities and towns grouped together, the membership of identical unions in 1913 and 1914, and also the increase or decrease in 1914 as compared with 1913. The total number of identical unions was 1,312, and a net decrease in membership of 11,582 was reported by these organizations.

Haverhill was the only municipality which showed a net increase in membership of identical unions in excess of 500, the increase in that

¹ See Table 7 on page 55.

city being 584, but there were eight cities which showed net decreases of more than 500 members as follows: Lawrence, 4,201; Boston, 2,970; Fall River, 1,398; Cambridge, 1,102; Lowell, 935; Lynn, 815; Gloucester, 581; and New Bedford, 545. The large decreases in Lawrence and Fall River were principally due to the falling off in membership of unions affiliated with the Industrial Workers of the World.

IV.

UNEMPLOYMENT IN THE ORGANIZED INDUSTRIES.

1. INTRODUCTORY.

Annual summaries of the statistics relative to unemployment among the organized wage-earners of Massachusetts have been published by this Bureau in its "Annual Reports on Labor Organizations."¹ The present summary, therefore, constitutes virtually the Seventh Annual Report on the subject of Unemployment.

No attempt has been made in this report to cover the wide range of topics which should be considered in a comprehensive and detailed study of the subject of unemployment, but the main facts as to the development of the principal phases of this problem have been briefly reviewed. We have also discussed at some length a graphic representation of existing statistics of unemployment among organized wage-earners in the United Kingdom, Germany, New York State, and Massachusetts, in order to show to what extent the periods of industrial inactivity have corresponded in the several countries considered. Following this discussion is presented an analysis of the statistical data relative to unemployment of organized workpeople in Massachusetts, obtained during the seven-year period, 1908-1914.

2. GENERAL REVIEW OF THE IMMEDIATE PROBLEM.

Although there are no comprehensive statistics showing the normal amount of unemployment in the United States, it appears to be the opinion of those most conversant with the subject that the problem of

¹ The summary information for 1908-1913 was published in the Annual Reports on Labor Organizations as follows:

1908 — First Annual Report on Labor Organizations (Part II of the 39th Annual Report on the Statistics of Labor), pp. 182-184, 205, 206.

1909 — Second Annual Report on Labor Organizations (Part III of the 40th Annual Report on the Statistics of Labor), pp. 303-307, 339, 340.

1910 — Third Annual Report on Labor Organizations (Labor Bulletin No. 87), pp. 28-33.

1911 — Fourth Annual Report on Labor Organizations (Part II of the 42d Annual Report on the Statistics of Labor), pp. 89-100.

1912 — Fifth Annual Report on Labor Organizations (Labor Bulletin No. 96), pp. 22-38, 110-113.

1913 — Sixth Annual Report on Labor Organizations (Labor Bulletin No. 105), pp. 24-46, 56-59.

Quarterly reports on unemployment have been issued as follows:

1908 — Labor Bulletins Nos. 59, 61, 62, and 63.

1909 — Labor Bulletins Nos. 64, 66, 69, and 71.

1910 — Labor Bulletins Nos. 72, 74, 77, and 79.

1911 — Labor Bulletins Nos. 80, 82, 85, and 89.

1912, 1913, and 1914 — Quarterly Reports on Unemployment.

Each quarterly bulletin or report contains the returns for the quarter just ended previous to its publication, together with comparable returns for earlier quarters and several pages of descriptive text.

unemployment became more pressing in 1914 than in any year since the financial and industrial depression which occurred during the Winter of 1907-1908. In two states, New York and Massachusetts, which publish, periodically, statistics of unemployment based on returns received from labor organizations, the comparative percentages for 1913 and 1914 show that there was a decided increase in the amount of unemployment during the latter year. In New York City a committee appointed by the Mayor made a thorough canvass of employers, and from the results obtained concluded that the number of wage-earners employed in that city during the week ending December 13, 1914, was less by 200,000 than the number employed during the corresponding week in 1913, notwithstanding the fact that 1913 was considered an abnormal year. Reports from other sections of the country, while not, in most instances, of an official character, indicated that there was also much suffering in many of the principal industrial centers, due directly to unemployment.

During the early months of the year, there was, according to such reports as are available, rather more unemployment than is ordinarily observed during the winter months. The outbreak of the war served to prolong the period of depression and to render the situation more acute, but it cannot be fairly assumed that the great amount of unemployment observed in this country during the latter part of the year was due solely to the European war. On the contrary, it must be acknowledged that nearly every year there is, in this country, much involuntary unemployment, particularly during the winter months.

Unfortunately, it has been generally assumed, until within very recent years, that unemployment exists only during prolonged periods of industrial depression and, therefore, that temporary expedients for relieving distress are all that are required. Heretofore attention, when, given to the matter at all, has been confined mainly to the furnishing of local emergency relief, but the recent appointment of official and unofficial committees charged with the function of determining the amount of unemployment, its incidence and causes, and of devising measures for more permanent relief, marks a new attitude in this country toward this important problem.

The great number of books, reports, and articles¹ issued during the year and treating of the subject of unemployment is evidence that the importance of this problem is at last being realized. A considerable part of the literature on this subject issued during the year, had reference,

¹ A list of the more important books, reports, and magazine articles issued in 1914 and treating specifically of the subject of unemployment included about 170 titles. See Massachusetts Labor Bulletin No. 111, entitled "*Labor Bibliography, 1914*", pp. 79-87.

it is true, to the more or less spectacular demonstrations by the unemployed (of which the church raids in New York City, early in March, and the establishment by the unemployed in Seattle of a co-operative boarding house known as the "Hotel de Gink", may be cited as the more important examples); yet much that was written dealt with the larger phases of the problem and discussed constructive measures for the ultimate solution of the problem, both locally and nationally.

The State legislation in 1914 on the subject of unemployment is briefly summarized in the following paragraph:¹

Spurred on by the experiences of the winter of 1913-1914 three states made provision for public bureaus to put employment givers and employment seekers in touch with each other. Louisiana authorized its municipalities to open such bureaus free of state tax or license, and Maryland authorized an office primarily for immigrants. The most comprehensive measure of the year in this field is that of New York, which created a bureau of employment in the state department of labor, with branches throughout the state in the discretion of the commissioner of labor, and carefully regulated its operation. By popular vote Washington adopted a measure which practically means the elimination of private employment agencies in that state.

The work of the American Association for Labor Legislation and the American Section of the International Association on Unemployment in arranging, jointly, for national conferences on unemployment, the first of which was held in New York City on February 27 and 28 and the second on December 28 and 29 of this year, is but one expression of the wide-spread interest which is being manifested by organizations of public-spirited citizens in this problem. These conferences were well attended, many States and cities being represented by delegates, and they have not only greatly stimulated interest in the study of the subject but they have borne fruit in a definite constructive program for the solution of this most urgent of industrial problems.

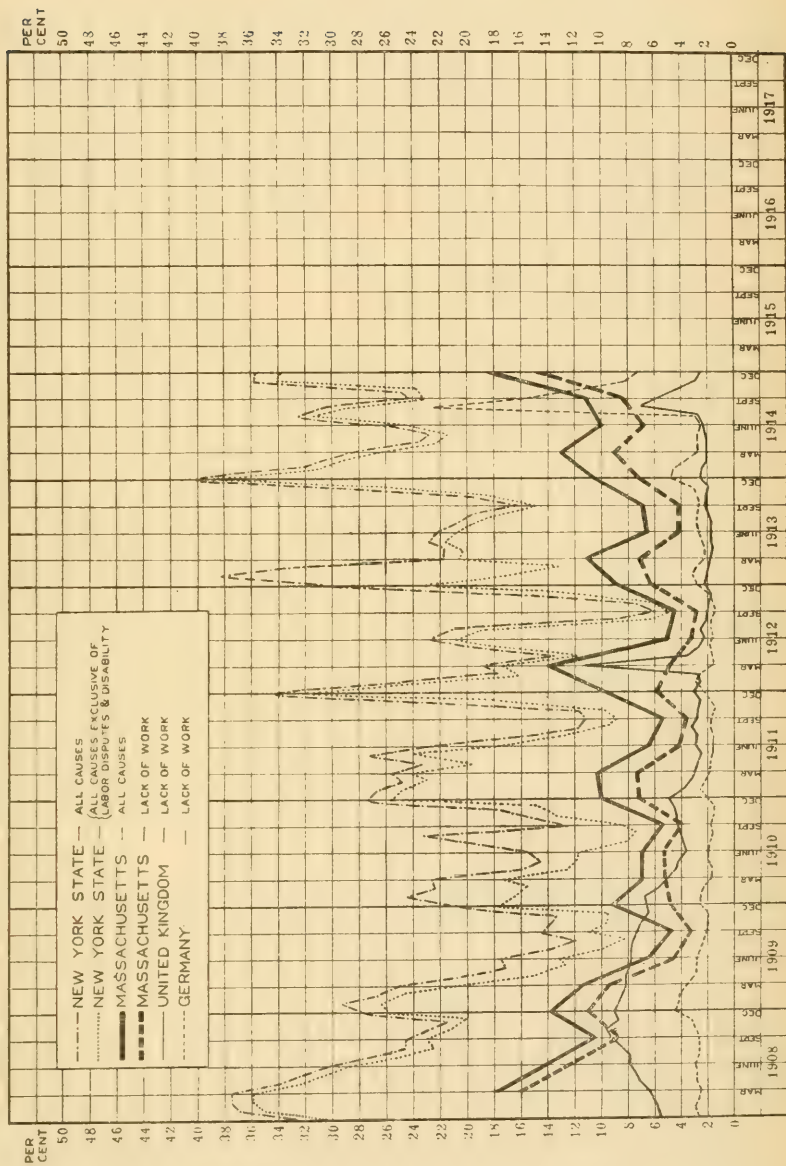
3. COMPARISON OF CHARTERED RETURNS FOR THE UNITED KINGDOM, GERMANY, NEW YORK STATE, AND MASSACHUSETTS FOR THE YEARS 1908-1914.

For a long period of years the principal European countries have collected and published statistics on unemployment. Owing to the varying methods of collecting these statistics and the differing sources from which they are obtained the *absolute* figures obtained in the several countries are not *directly* comparable with similar data obtained in this country, but they may be used in plotting curves showing the fluctuations in unemployment in the several countries during a period of years.

¹ Quotation from the "Review of Labor Legislation of 1914" in *American Labor Legislation Review*, Vol. IV, No. 3, November, 1914, p. 484. A digest of the several Acts appears on pp. 484-486 of the same publication.

CHART. — Percentage of Trade Union Members Unemployed in Massachusetts, New York, United Kingdom, and Germany, 1909-1914.

NOTE. — The fluctuations only in the curves may be compared. Owing to the fact that the sources of information vary so greatly in the several countries considered in this chart, any attempt to compare the level of unemployment fails utterly.



For purposes of making such comparison this Bureau has prepared the chart appearing on the preceding page, showing, graphically, the extent to which the periods of industrial prosperity and depression in Massachusetts and New York State correspond with those in the United Kingdom and Germany. An examination of the chart shows a remarkable correspondence in the fluctuations of the curves for Massachusetts and New York State during the entire period, 1908 to 1914, with some degree of correspondence between these curves and similar curves for the United Kingdom and Germany. It will be observed that the fluctuations in the curves representing the returns for Germany and the United Kingdom are by no means as violent as the corresponding fluctuations in the curve representing the conditions in New York State and Massachusetts. This, no doubt, may be explained by the fact that the British and German returns refer to far larger numbers¹ of employees than do the returns for New York State and Massachusetts, and consequently a large variation in the number unemployed in a few industries does not affect the general percentages in the one case as noticeably as in the other.

On comparing the fluctuations of the curves, year by year, it will be noted that with the exception of the year 1908, when the curves for the United Kingdom and Germany showed a gradual upward trend during the year while the curves for New York State and Massachusetts showed a rapid downward trend, there was, in general, a rather close correspondence in the fluctuations of the curves, and it will be noted that the upward rise during the winter periods of each year is common to each curve. In the main, the Massachusetts curves correspond more closely in their fluctuations during the period with the curves for New York State than with the curves for the United Kingdom and Germany. The violent fluctuation upward of the British curve at the close of March, 1912, represents the effect of the strike of coal miners in England, while a similar fluctuation of the Massachusetts curve (for all causes) represents the effect of the notable strikes in Lawrence, Lowell, and other textile centers, which occurred early in 1912. Following the outbreak of the war in August, 1914, the German curve showed a violent upward fluctuation, while the British curve showed also a similar, but less pronounced, upward fluctuation. At the close of the year both curves showed a rapid downward trend toward normal, this representing, no doubt, the with-

¹ At the end of December, 1913, returns relating to unemployment were furnished to the Labor Statistics Division of the German Imperial Statistical Office by a trade union membership of over 2,000,000. — *Reichs-Arbeitsblatt*, Jan., 1914, No. 1, p. 10. The British returns for December, 1914, represented a net trade union membership of 917,580. — *Board of Trade Labour Gazette*, Jan. 1914, p. 1. The returns for New York State at the end of December, 1914, were supplied by 236 representative unions with an aggregate membership of 139,515. — *New York Labor Bulletin* No. 69, March, 1915, p. 19. The returns for Massachusetts covered 1,024 unions with an aggregate membership of 165,762 (see Table on p. 38).

drawal of a large number of men from industry to engage in military pursuits and the re-organization of industry so as to provide for the manufacture of munitions of war. A further comparison of the curves for the United Kingdom and Germany shows that prior to the close of 1912 the curve for the United Kingdom maintained a decidedly higher level than that for Germany, but on that date it actually crossed the German curve and has since been continuously lower.

The Massachusetts curve representing unemployment for *all causes* shows, in general, a downward inclination from the high point in 1908 until the Fall of 1912, interrupted, however, by upward fluctuations during the winter period of each year, but since the close of 1912 the curve has shown, in general, an upward trend until, at the close of December, 1914, it had reached the highest point recorded during the entire seven-year period.

It will be observed that the Massachusetts curve representing unemployment for *lack of work* follows closely the trend of the curve for *all causes*, above described, and at a fairly constant distance below the former curve. A marked exception to this rule is found in the high point reached at the close of March in 1912 by the curve for *all causes*, due to the unemployment directly and indirectly resulting from the series of important textile strikes which occurred early in the year 1912.

While no comparison of the general *level* of the several curves can be safely made, owing to the varying nature of the returns on which they have been based, it may be proper to add that the generally high level of the two curves for New York State has been attributed to the relatively large representation in the returns for that State of certain trades in which usually there is apt to be considerable unemployment, as, for example, in the garment trades in New York City.

4. SUMMARY OF QUARTERLY REPORTS RECEIVED FROM LABOR ORGANIZATIONS IN MASSACHUSETTS DURING THE YEARS 1908-1914.

A. INTRODUCTORY.

In this report are presented statistics relative to the state of employment in the organized industries¹ in the Commonwealth for the seven-year period, 1908-1914. The quarterly returns have already been published in detail in quarterly reports² issued by this Bureau. During this

¹ The statistics of unemployment presented in this section of the report were obtained wholly from labor organizations. There is no source from which comprehensive information as to the state of employment of unorganized workmen can be obtained short of a census, and the results of the latter method are always extremely unsatisfactory for reasons inherent in the circumstances under which censuses must necessarily be taken.

² See Note 1 on page 32.

entire period an endeavor has been made to follow identical methods in the collection and tabulation of the returns in order that the reports for the successive quarters might be strictly comparable in every respect. The returns on which these statistics are based were submitted voluntarily by officers of local labor organizations on inquiry blanks which were mailed to them at the end of each quarter.

The following comparative statement shows the number and membership of the organizations reporting at the close of each quarter since the collection of these returns was inaugurated, also the number of members unemployed and the corresponding percentages:

Number and Membership of Organizations Reporting at the Close of Each Quarter since the Collection of Returns was Inaugurated, and Number of Members Unemployed, with Corresponding Percentages.

QUARTERS ENDING —	NUMBER REPORTING		UNEMPLOYED — ALL CAUSES		UNEMPLOYED OWING TO LACK OF WORK OR MATERIAL	
	Unions	Members-ship	Members	Percent-ages	Members	Percent-ages
March 31, 1908,	256	66,968	11,987	17.9	10,832	16.2
June 30, 1908,	493	72,815	10,490	14.4	9,128	12.5
September 30, 1908,	651	83,969	8,918	10.6	7,349	8.8
December 31, 1908,	770	102,941	14,345	13.9	11,302	11.0
March 31, 1909,	777	105,059	11,997	11.4	9,980	9.5
June 30, 1909,	780	105,944	6,736	6.4	4,913	4.6
September 30, 1909,	797	113,464	5,451	4.8	3,873	3.4
December 31, 1909,	830	107,689	10,084	9.4	5,248	4.9
March 31, 1910,	837	117,082	8,262	7.1	6,186	5.3
June 30, 1910,	841	121,849	8,518	7.0	6,570	5.4
September 30, 1910,	845	118,781	6,624	5.6	4,687	4.0
December 31, 1910,	862	122,621	12,517	10.2	8,938	7.3
March 31, 1911,	889	122,002	12,738	10.4	9,120	7.5
June 30, 1911,	897	135,202	8,927	6.6	5,669	4.2
September 30, 1911,	975	133,540	7,527	5.6	4,904	3.7
December 30, ¹ 1911,	905	125,484	12,167	9.7	7,568	6.0
March 30, ¹ 1912,	942	161,825	22,738	² 14.1	8,185	5.1
June 29, ¹ 1912,	974	134,940	7,088	5.3	4,540	3.4
September 30, 1912,	972	146,673	6,952	4.7	4,407	3.0
December 31, 1912,	994	174,359	15,914	9.1	11,164	6.4
March 31, 1913,	1,022	170,970	19,329	11.3	12,493	7.3
June 30, 1913,	1,037	172,343	11,116	6.4	7,473	4.3
September 30, 1913,	1,059	177,267	12,010	6.8	7,537	4.3
December 31, 1913,	1,081	178,182	18,574	10.4	13,069	7.3
March 31, 1914,	1,082	173,327	22,347	12.9	15,917	9.2
June 30, 1914,	1,095	183,202	18,122	9.9	12,576	6.9
September 30, 1914,	1,010	166,816	18,302	11.0	14,140	8.5
December 31, 1914,	1,024	165,762	30,258	18.3	24,629	14.9
Average for 1908,	—	—	—	14.2	—	12.1
Average for 1909,	—	—	—	8.0	—	6.6
Average for 1910,	—	—	—	7.5	—	6.5
Average for 1911,	—	—	—	8.1	—	6.4
Average for 1912,	—	—	—	8.3	—	4.6
Average for 1913,	—	—	—	8.7	—	6.8
Average for 1914,	—	—	—	13.0	—	9.9

¹ Owing to the fact that the respective dates — December 31, 1911, March 31, 1912, and June 30, 1912 — fell on Sunday, the date chosen for the returns in each case was the day preceding.

² In explanation of this unusually high percentage unemployed for *all causes* it should be stated that over 9,000 organized textile workers in Lowell who were involved in a strike pending on March 30 were included in the aggregate number reported as unemployed on that date.

On reference to the percentages unemployed for *all causes*, as shown in the preceding table, it will be observed that the percentage, 18.3, for the close of December, 1914, was the highest recorded during the entire seven-year period 1908-1914, even exceeding slightly the percentage, 17.9, for the close of March in 1908, when was experienced the severest stress of the period of industrial depression which began in the Fall of 1907. The high point reached at the close of March, 1912, was due principally to the unemployment of a large number of textile workers who were on strike in Lawrence, Lowell, and other textile centers. The usual high percentages at the close of December and March represent seasonal inactivity which is confined largely to the building trades.

B. CAUSES OF UNEMPLOYMENT.

The following table shows, comparatively, by quarters, for the period 1908 to 1914, the percentages of membership unemployed for the several causes specified.

Percentage Unemployed, 1908-1914: By Causes.

QUARTERS ENDING —	All Causes	Lack of Work or Material	Unfavorable Weather	Strikes or Lockouts	Disability	Other Causes ¹
March 31, 1908,	17.9	16.2	0.2	0.7	0.7	0.1
June 30, 1908,	14.4	12.5	0.1	0.3	1.2	0.3
September 30, 1908,	10.6	8.7	² 0.0	0.5	1.2	0.2
December 31, 1908,	13.9	11.0	0.5	0.7	1.2	0.5
March 31, 1909,	11.4	9.5	0.1	0.2	1.3	0.3
June 30, 1909,	6.4	4.6	² 0.0	0.3	1.2	0.3
September 30, 1909,	4.8	3.4	0.1	0.1	1.1	0.1
December 31, 1909,	9.4	4.9	2.4	0.1	1.2	0.8
March 31, 1910,	7.1	5.3	0.1	0.1	1.4	0.2
June 30, 1910,	7.0	5.4	² 0.0	0.1	1.2	0.3
September 30, 1910,	5.6	4.0	0.1	0.1	1.3	0.1
December 31, 1910,	10.2	7.3	1.2	0.1	1.2	0.4
March 31, 1911,	10.4	7.5	0.7	0.1	1.4	0.7
June 30, 1911,	6.6	4.2	0.2	0.5	1.2	0.5
September 30, 1911,	5.6	3.7	0.2	0.3	1.2	0.2
December 31, 1911,	9.7	6.0	1.6	0.1	1.3	0.7
March 30, ³ 1912,	14.1	5.1	1.0	6.3	1.3	0.4
June 29, ³ 1912,	5.3	3.4	² 0.0	0.4	1.3	0.2
September 30, 1912,	4.7	3.0	0.1	0.3	1.2	0.1
December 31, 1912,	9.1	6.4	0.6	0.6	1.2	0.3
March 31, 1913,	11.3	7.3	0.5	1.6	1.4	0.5
June 30, 1913,	6.4	4.3	0.1	0.7	1.2	0.1
September 30, 1913,	6.8	4.3	0.5	0.6	1.2	0.2
December 31, 1913,	10.4	7.3	0.7	0.5	1.4	0.5
March 31, 1914,	12.9	9.2	0.7	0.6	1.6	0.8
June 30, 1914,	9.9	6.9	0.3	0.7	1.2	0.8
September 30, 1914,	11.0	8.5	0.2	0.5	1.5	0.3
December 31, 1914,	18.3	14.9	1.1	0.1	1.5	0.7

¹ Including vacations, temporary shut-downs for repairs, stock-taking, etc.

² Less than 0.05 per cent.

³ Owing to the fact that the respective dates — December 31, 1911, March 31, 1912, and June 30, 1912 — fell on Sunday, the date chosen for the returns in each case was the day preceding.

The principal cause of unemployment at the close of each quarter, as shown in the table, was *lack of work or material*. As the percentages unemployed on account of lack of work indicate primarily the condition of the labor market, special significance may be attached to the fluctuations observed in these percentages. The highest percentage for this cause was 16.2 for the close of the first quarter, 1908, while the percentage at the close of December, 1914, was 14.9. The lowest percentage was 3.0 for the close of the third quarter in 1912. It will be noted that the percentages unemployed for *lack of work or material* are usually less, by a fairly constant difference of not over three points, than the corresponding percentages unemployed for *all causes*. A marked exception to this rule is found in the high point reached at the close of March, 1912, when the percentage unemployed for *all causes* was unusually high, owing to the fact that the number unemployed included a very large number of striking textile workers who were not included among those unemployed on account of *lack of work or material*.

The percentages unemployed for the several other causes specified are more constant factors, the variations of which are not determined by the degree of industrial prosperity which may prevail. The percentages unemployed on account of *weather* usually show but little fluctuation except at the end of the last quarter of each year. The highest percentage unemployed on account of weather was 2.4 on December 31, 1909. In none of the seven years specified has the percentage unemployed on account of weather been higher on either June 30 or September 30 than 0.5 per cent.

Except for a high percentage (6.3) idle on account of strikes on March 30, 1912, there were no considerable fluctuations in the percentages unemployed on account of strikes and lockouts, disability, or other causes during the seven-year period under consideration. The percentages unemployed on account of *strikes or lockouts* ranged between 0.1 per cent and 6.3 per cent;¹ on account of *disability* (sickness, accident, or old age) from 0.7 per cent to 1.6 per cent; and for *other causes* (including vacations, temporary shut-downs for repairs, stock-taking, etc.) from 0.1 per cent to 0.8 per cent.

C. UNEMPLOYMENT IN MUNICIPALITIES.

From an examination of the percentages unemployed for all causes in the leading cities² it appears that in Boston, which city included more

¹ This unusually high percentage was due to a succession of strikes of textile workers early in 1912. In only one other instance during the period 1908-1914 did the percentage unemployed on account of strikes or lockouts exceed 0.7.

² See Table 9 on pages 58 and 59.

than one-third of the total membership reporting each quarter and in which there was a fairly general representation of all organized industries and occupations in the State, the percentages unemployed correspond rather closely with the percentages unemployed for the State as a whole. In only two out of 28 quarterly comparisons did the percentage for Boston vary more than three points from that for the State as a whole. The highest percentages unemployed in Boston were 16.9 on March 31, 1908, 16.1 on June 30, 1908 and 15.7 on December 31, 1914, and the lowest percentages were 3.9 on September 30, 1912, and 4.1 on September 30, 1909. The usual increase in unemployment during the winter months, which has been observed in considering the percentages for the State as a whole, is true of the Boston percentages also. Nearly all other cities showed no uniform correspondence of this nature; in fact, in those cities which were industrially more specialized, practically no uniformity whatever was observed, the percentages unemployed in any such specialized city rising and falling usually with the rise and fall of the percentages of unemployment in the major industry of that city.

A wide range of unemployment during the period is apparent in the various municipalities. The maximum percentage for the State fell on December 31, 1914, but in only four of the 14 principal cities (Haverhill, Holyoke, Springfield, and Worcester) did the maximum percentage unemployed fall on this date, while in only four of the cities (Boston, Fall River, Holyoke, and Quincy) did the minimum fall on the same date (September 30, 1912) as the minimum for the State as a whole. In five of the 14 cities the highest percentages fell in 1908; in five cities, in 1914; in three cities, in 1911; and in one city, in 1912. With the exception of Fall River, Lynn, and Salem, the highest percentages were for the close either of March or December. The lowest percentages were at the close either of June or September in all of the cities except Lowell and Lynn. In nine of the 14 cities the lowest percentages during the period fell in 1912.

D. UNEMPLOYMENT IN THE VARIOUS INDUSTRIES.

The percentages of unemployment in the several industries do not closely correspond with the percentages for *all* industries, except in the case of the building trades, which include each quarter a fairly large proportion of the aggregate membership represented by the returns; and for most of the industries there may be noted a wide range of unemployment. In the following table are shown for the seven-year period, 1908-1914, the percentages unemployed in the six leading industries at the close of the quarters specified.

Percentage of Membership Unemployed (All Causes) at the Close of Each Quarter, 1908-1914: By Principal Industries.

QUARTERS ENDING —	All Industries	Building Trades	Boot and Shoe Manufacturing	Textiles	Transportation (Steam and Electric)	Iron and Steel Manufacturing	Printing and Allied Trades
March 31, 1908, . . .	17.9	25.2	8.0	43.9	13.3	16.6	9.0
June 30, 1908, . . .	14.4	18.3	18.2	13.6	8.9	17.8	10.5
September 30, 1908, . . .	10.6	9.3	17.1	15.5	4.8	16.0	12.6
December 31, 1908, . . .	13.9	21.2	6.4	20.9	5.7	16.3	9.4
March 31, 1909, . . .	11.4	18.5	12.8	6.7	4.3	9.8	6.4
June 30, 1909, . . .	6.4	5.0	8.0	6.9	3.7	7.6	5.6
September 30, 1909, . . .	4.8	3.1	7.1	5.1	2.9	3.5	4.4
December 31, 1909, . . .	9.4	17.8	3.3	12.6	2.2	10.9	3.6
March 31, 1910, . . .	7.1	8.9	7.4	8.7	5.2	4.2	3.6
June 30, 1910, . . .	7.0	4.2	9.6	17.9	4.9	3.9	3.8
September 30, 1910, . . .	5.6	4.5	7.9	7.5	3.1	5.0	3.7
December 31, 1910, . . .	10.2	18.0	5.0	8.6	4.0	14.3	4.0
March 31, 1911, . . .	10.4	19.3	12.0	9.7	4.1	6.3	4.6
June 30, 1911, . . .	6.6	6.4	4.4	21.3	2.8	13.4	4.5
September 30, 1911, . . .	5.6	5.0	4.5	11.9	2.4	7.5	6.6
December 30, ¹ 1911, . . .	9.7	20.9	2.3	7.5	3.0	12.6	6.0
March 30, ¹ 1912, . . .	² 14.1	17.0	13.9	² 29.1	1.9	7.8	5.7
June 29, ¹ 1912, . . .	5.3	2.7	8.3	2.4	2.6	10.7	5.4
September 30, 1912, . . .	4.7	2.5	9.2	5.3	1.9	10.5	3.9
December 31, 1912, . . .	9.1	14.9	4.6	12.9	3.2	11.9	3.7
March 31, 1913, . . .	11.3	13.4	14.9	14.7	3.9	7.4	2.9
June 30, 1913, . . .	6.4	7.9	5.5	12.8	2.5	9.2	4.5
September 30, 1913, . . .	6.8	9.2	6.2	13.0	2.1	8.1	4.2
December 31, 1913, . . .	10.4	23.9	4.0	5.9	4.1	18.2	5.0
March 31, 1914, . . .	12.9	29.7	14.4	5.1	3.6	11.5	5.0
June 30, 1914, . . .	9.9	12.4	12.9	6.4	3.5	13.1	9.8
September 30, 1914, . . .	11.0	13.8	13.3	11.6	4.5	13.8	7.8
December 31, 1914, . . .	18.3	33.8	14.7	21.2	6.8	18.5	12.1

¹ Owing to the fact that the respective dates — December 31, 1911, March 31, 1912, and June 30, 1912 — fell on Sunday, the date chosen for the returns in each case was the day preceding.

² In explanation of this unusually high percentage unemployed for *all causes* it should be stated that over 9,000 organized textile workers in Lowell who were involved in a strike pending on March 30 were included in the aggregate number reported as unemployed on that date.

In the *building trades* the highest percentage reported unemployed during the seven-year period was 33.8 on December 31, 1914. Other high percentages were 29.7 on March 31, 1914; 25.2 on March 31, 1908; 23.9 on December 31, 1913; 21.2 on December 31, 1908; and 20.9 on December 30, 1911. The influence of the weather conditions is more marked in the building trades than in any other group of trades, and it will be observed that in this group of trades the highest percentages unemployed are either for the close of December or March. The lowest percentage unemployed in the building trades was 2.5 on September 30, 1912, on which date the percentage unemployed for all industries was also the lowest noted, namely, 4.7. During the year 1914 conditions in the building trades were by no means satisfactory even during the Summer and Fall. The principal occupations included in this group of trades

showed percentages unemployed at the close of December of this year as follows: Bricklayers, masons, and plasterers, 50.6; carpenters, 32.7; electrical workers, 10.0; engineers (hoisting and portable), 26.2; hod carriers and building laborers, 49.8; lathers (wood, wire, and metal), 44.9; painters, decorators, and paperhangers, 48.0; plumbers, gasfitters, and steamfitters, 18.0; and sheet metal workers, 13.2.

In *boot and shoe* manufacturing the highest percentage unemployed was 18.2 on June 30, 1908. On September 30, 1908, it was 17.1, but for no other quarter did the percentage unemployed in this industry exceed 14.9 (March 31, 1913). The lowest percentage reported was 2.3 on December 30, 1911. During the entire year, 1914, conditions in this industry were very unfavorable, the percentages unemployed for the close of the four quarters of the year having been, respectively, 14.4, 12.9, 13.3, and 14.7. The improvement in this industry which usually follows the slack period in the Spring of the year was not evident in this particular year.

In the *textile industry*¹ the highest percentage unemployed was 43.9 on March 30, 1908. Other high percentages were reported as follows: 29.1 on March 30, 1912; 21.3 on June 30, 1911; 21.2 on December 31, 1914; and 20.9 on December 31, 1908. The lowest percentage was 2.4 on June 29, 1912. In this industry the effects of the industrial depression in 1907 were very keenly felt, and, although there was some recovery during the second and third quarters of the year, 1908, the high percentage (20.9) at the close of December, 1908, indicated that the recovery was by no means complete even at that time. The very high percentage, 29.1, on March 30, 1912, was due to the unemployment of a large number of textile workers in Lowell (over 9,000 in all) who were involved in a strike on that date. During the year 1913 the percentages unemployed in this industry at the close of the first three quarters were rather higher than what might be considered normal for this industry, but at the close of the year the conditions had greatly improved, the percentage unemployed having been only 5.9 on December 31. The percentages unemployed at the close of the first two quarters in 1914 did not indicate any considerable amount of unemployment in this industry, but at the end of the year the percentage (21.2) was unusually high.

¹ Owing to the comparatively small percentage organized of the aggregate number of textile workers in Massachusetts, the returns for this industry are, admittedly, very meagre, but the organizations which report are composed principally of the more skilled workmen in this industry on the progress of whose work depend those processes on which the unskilled labor is principally employed. For purely local reasons conditions in the industry in any particular textile center may, and undoubtedly do, vary greatly from the general conditions observed throughout the State. The Bureau, however, has carefully avoided making any reference to purely local conditions in any industry except where the report from any single local organization has been confirmed by special inquiry made of other sources of reliable information.

Under *transportation* (steam and electric) the highest percentages unemployed were 13.3 on March 31, 1908, and 8.9 on June 30, 1908. Since the latter date there has been comparatively little unemployment among the organized employees in this group of occupations, until the close of the last quarter in 1914, when 6.8 per cent were reported as unemployed. Ordinarily railroad employees are rather continuously employed and the number employed is fairly constant. For limited periods it has been customary in Massachusetts of late to place some railroad employees, particularly those engaged in shop work, on a five-day per week, eight-hour per day schedule and others on a shorter working-day schedule, apparently for the express purpose of curtailing the expenses of the railroad companies. This "short-time," however, has not, to any large degree, affected the percentages unemployed during the portion of the year when the short-time schedules were in effect.

Under *iron and steel* manufacturing the percentages were high during the entire year 1908, the percentages for the close of the four quarters of the year having been, respectively, 16.6, 17.8, 16.0, and 16.3. At the close of each of the first three quarters of the year 1913, conditions in this branch of the industry were fairly normal, but at the close of the year the percentage (18.2) was unusually high, due to the unemployment of a large number of molders, which group of workmen constituted a large proportion of the total number reporting under iron and steel manufacturing, and therefore bore considerable weight in the returns. At the close of 1914 the percentage was 18.5, the highest recorded for this industry during the entire seven-year period.

In *printing and allied trades* rather high percentages were reported as unemployed at the close of each quarter in 1908, but since that year conditions appear to have been comparatively good until the close of June, 1914, when the percentage was 9.8. Some improvement was noted at the end of September, but at the close of December the percentage was 12.1, this being the highest percentage on record during the period 1908 to 1914, with the single exception of the percentage (12.6) at the close of September in 1908.

E. UNEMPLOYMENT IN THE VARIOUS OCCUPATIONS.

An examination of the statistics of unemployment in the various occupations¹ discloses a very wide range in the percentages unemployed. In the same occupation there may be at one time practically no unemployment among the members of the organizations reporting, while at another

¹ For percentages in detail for the seven years, 1908-1914, see Table 8 on pp. 56 and 57.

time the percentage may reach a high figure. A comparison of the percentages for one occupation with those of another may also disclose a wide variation in the amount of unemployment in the occupations compared. Again, in certain occupations the percentages unemployed may continue fairly constant for a long period, then abruptly rise to a high point. For the occupations in the building trades (carpenters, bricklayers, painters, etc.) much seasonal unemployment is usually reported at the close of March and December in each year.

While the percentages of unemployment by occupations may prove of comparative value in certain instances, they should be used with caution, particularly where comparisons are made between percentages in those occupations for which, owing to the small number of employees reporting, the returns may not have been properly representative. On the whole, comparisons based on percentages unemployed in the several more important industries are to be recommended in preference to comparisons on an occupational basis.

V.

STATISTICAL TABLES.

TABLE 1. — National and International Unions and Federations Having Affiliated Locals in Massachusetts at the Close of 1914, Showing the Number of Chartered Locals in Massachusetts and at Large.

TABLE 2. — Number of Delegate Organizations Having Affiliated Locals in Massachusetts at the Close of the Years 1908-1914.

TABLE 3. — Number and Membership of Local Unions at the Close of 1913 and 1914: By Municipalities and Sex.

TABLE 4. — Number and Membership of Local Unions at the Close of 1913 and 1914: By Occupations and Sex.

TABLE 5. — Number and Membership of Local Trade Unions at the Close of 1913 and 1914 having Women as Members: By Occupations.

TABLE 6. — Number and Membership of Local Trade Unions at the Close of 1913 and 1914: By Industries.

TABLE 7. — Increase or Decrease in Membership of Identical Unions existing both at the Close of 1913 and 1914: By Municipalities.

TABLE 8. — Percentage of Membership of Trade Unions Unemployed (All Causes) at the Close of Each Quarter, 1908-1914: By Principal Occupations.

TABLE 9. — Percentage of Membership of Trade Unions Unemployed (All Causes) at the Close of Each Quarter, 1908-1914: By Principal Cities.

TABLE 1. — *National and International Unions and Federations Having Affiliated Locals in Massachusetts at the Close of 1914, Showing the Number of Chartered Locals in Massachusetts and at Large.*

NOTE. — In this table are included all national and international organizations which had affiliated locals in the United States at the close of 1914, in so far as records were obtainable. Except where otherwise noted the information relative to the total number of chartered local unions affiliated with the national and international organizations named in the table below was obtained directly from these respective organizations, the reports (see schedule form on page 62) having been received for the most part, on schedules sent out on December 18, 1914. The information relative to the number of chartered local unions in Massachusetts was obtained by an exhaustive canvass of the individual local unions, the schedules (see schedule form on page 63) having been sent out at the close of the year. Further information showing the membership of the locals affiliated with each national and international union was obtained directly from the local unions and checked up against similar data obtained from the national and international unions. It was not deemed advisable to present this information relative to membership in detail, but a summary statement relative to the membership returns thus obtained will be found in the text on pages 16 to 18.

The organizations preceded by an asterisk (*) were affiliated with the American Federation of Labor at the close of the year 1914.

NAMES OF NATIONAL OR INTERNATIONAL UNIONS.	Total Number of Chartered Local Unions	Number of Chartered Local Unions in Massachusetts
All National and International Unions.	1 31,038	2 1,392
*American Federation of Labor (locals directly affiliated),	3 552	3 46
*Actors Union of America, White Rats	4	4
*Asbestos Workers, International Association of Heat and Frost Insulators and	40	1
*Bakery and Confectionery Workers International Union of America,	204	15
*Barbers International Union of America, Journeymen	732	34
*Billposters and Billers of America, International Alliance of	49	3
*Blacksmiths and Helpers, International Brotherhood of	284	7
*Boiler Makers, Iron Ship Builders, and Helpers of America, International Brotherhood of	348	6
*Bookbinders, International Brotherhood of	136	8
*Boot and Shoe Workers Union,	167	69
*Brewery Workmen of America, International Union of the United	6 518	6 19
*Brick, Tile and Terra Cotta Workers Alliance, International	7	—
*Bricklayers, Masons, and Plasterers International Union of America	965	45
*Bridge and Structural Iron Workers, International Association of	113	2
*Broom and Whisk Makers Union, International	37	—
*Brushmakers International Union,	6	—
Building Laborers, International Protective Union of	5 215	8
Card Machine Operators Union of America,	2	2
Card Room Operatives of America, Amalgamated	2	2
Carpenters and Joiners, Amalgamated Society of	55	1
*Carpenters and Joiners of America, United Brotherhood of	1,991	150
*Carriage, Wagon, and Automobile Workers of North America, International Union of	5 35	1
*Carvers Association of North America, International Wood	21	1
*Cement Workers, American Brotherhood of	81	2
Chandelier, Brass, and Metal Workers of North America, Brotherhood of	7	—

¹ This aggregate does not include the affiliated locals of 8 internationals for which the information was lacking and in certain instances, to which attention is called by a specific note, the number as reported in an earlier year has been entered for lack of later information. On the other hand, the aggregate does include a small number of locals which were also affiliated with two or more internationals, therein constituting duplications.

² This aggregate constitutes the *actual* number of local unions in Massachusetts at the close of the year. A few locals were affiliated with two or more internationals, constituting, in all, 27 duplications, but these duplications were not included in computing the aggregate.

³ Includes only those locals which were directly affiliated, *i. e.*, locals not affiliated through any national or international union. The locals affiliated *indirectly* with the American Federation of Labor through its affiliated internationals are enumerated under the individual internationals only, otherwise such locals would be included twice in the aggregate.

⁴ Membership "at-large", *i. e.*, not organized on a local basis. No members were reported in Massachusetts.

⁵ As last reported in 1912.

⁶ Including branches.

⁷ No report.

⁸ As last reported in 1909.

TABLE 1. — *National and International Unions and Federations Having Affiliated Locals in Massachusetts at the Close of 1914, Showing the Number of Chartered Locals in Massachusetts and at Large — Continued.*

Names of National or International Unions.	Total Number of Chartered Local Unions	Number of Chartered Local Unions in Massachusetts
All National and International Unions — Con.		
*Cigar Makers International Union of America,	486	16
*Clerks International Protective Association, Retail	1 385	19
*Cloth Hat and Cap Makers of North America, United	24	2
*Commercial Telegraphers Union of America, The	36	—
*Compressed Air and Foundation Workers Union of the United States and Canada,	5	—
*Coopers International Union of North America,	200	5
*Cutting Die and Cutter Makers, International Union of	10	7
*Diamond Workers Protective Union of America,	2	—
Drop and Machine Forgers, Die Sinkers, and Trimmer Makers, United Association of	10	1
*Electrical Workers, International Brotherhood of	555	41
*Elevator Constructors, International Union of	43	1
Engineers, Amalgamated Society of	912	6
*Engineers, International Union of Steam and Operating	3 450	22
*Firemen, International Brotherhood of Stationary	112	18
*Foundry Employees, International Brotherhood of	29	1
Freight Handlers, Brotherhood of Railroad	4 70	4
*Fur Workers of the United States and Canada, International	15	—
*Garment Workers of America, United	267	10
*Garment Workers Union, International Ladies	79	6
*Glass Bottle Blowers Association of the United States and Canada,	110	—
Glass Snappers National Protective Association, Window	3 36	—
*Glass Workers International Association of America, Amalgamated	24	1
Glass Workers of America, National Window	3 46	—
*Glass Workers Union, American Flint	126	3
*Glove Workers Union of America, International	23	1
Government Employees, National League of	31	2
*Granite Cutters International Association of America, The	175	22
*Grinders and Finishers National Union, Pocket Knife Blade	2	—
Hat Finishers Association of the United States, Wool	4	2
*Hatters of North America, United	21	1
*Hod Carriers, Building and Common Laborers Union of America, International	223	13
*Horse Shoers of the United States and Canada, International Union of the Journeymen	142	3
*Hotel and Restaurant Employees International Alliance and Bartenders International League of America,	596	37
Industrial Workers of the World,	150	6
Industrial Workers of the World (Detroit Faction),	50	—
*Iron, Steel, and Tin Workers of the United States, Amalgamated Association of	100	1
Knights of Labor,	2	9
*Lace Operatives of America, The Chartered Society of Amalgamated	19	—
*Lathers, International Union of Wood, Wire and Metal	225	11
*Laundry Workers International Union,	67	3
*Leather Workers on Horse Goods, International United Brotherhood of	57	1
*Lithographers of America, Amalgamated	33	3
Lithographic Press Feeders of the United States and Canada, International Protective Association of	2	—
Locomotive Engineers, Brotherhood of	854	7
Locomotive Firemen and Enginemen, Brotherhood of	842	10
*Longshoremen's Association, International	3 856	6
Loomfixers International Union,	17	5
*Machine Printers and Color Mixers of the United States, National Association of	8	—
*Machinists, International Association of	763	35
Mailers Trade District Union,	44	1
*Maintenance of Way Employees, International Brotherhood of	380	8
*Marble Workers, International Association of	57	4
*Meat Cutters and Butcher Workmen of North America, Amalgamated	548	3
*Metal Polishers, Buffers, Platers, Brass and Silver Workers Union of North America,	113	14
*Metal Workers International Alliance, Amalgamated Sheet	450	16
*Mine Workers of America, United	2,580	—
*Miners, Western Federation of	230	—
*Molders Union of North America, International	412	29
Musical and Theatrical Union, American International	45	1
*Musicians, American Federation of	690	26
*Painters, Decorators, and Paperhangers of America, Brotherhood of	1,088	63
*Paper Makers, International Brotherhood of	3 98	8

¹ As last reported in 1910.

² No report.

³ As last reported in 1913.

⁴ As last reported in 1912.

TABLE 1. — *National and International Unions and Federations Having Affiliated Locals in Massachusetts at the Close of 1914, Showing the Number of Chartered Locals in Massachusetts and at Large — Concluded.*

NAMES OF NATIONAL OR INTERNATIONAL UNIONS.	Total Number of Chartered Local Unions	Number of Chartered Local Unions in Massachusetts
All National and International Unions — Con.		
*Pattern Makers League of North America,	126	7
*Pavers, Rammermen, Flagg Layers, Bridge and Stone Curb Setters, International Union of	177	—
*Paving Cutters Union of the United States of America and Canada,	155	6
*Photo-Engravers Union of North America, International	66	4
*Piano, Organ, and Musical Instrument Workers Union of America, International	37	1
*Plasterers International Association of the United States and Canada, Operative	340	3
*Plate Printers Union of North America, International Steel and Copper	29	1
*Plumbers and Steamfitters of the United States and Canada, United Association of	665	41
*Post-office Clerks, National Federation of	70	2
*Potters, National Brotherhood of Operative	267	—
*Powder and High Explosive Workers of America, United	6	—
*Print Cutters Association of America, National	5	—
*Printing Pressmen and Assistants Union of North America, International	380	13
*Pulp, Sulphite and Paper Mill Workers of the United States and Canada, International Brotherhood of	42	1
*Quarry Workers International Union of North America,	70	7
*Railroad Signalmen of America, Brotherhood of	17	2
Railroad Station Agents, Order of	23	3
Railroad Station Employees, Brotherhood of	33	10
*Railroad Telegraphers, The Order of	161	6
Railroad Trainmen, Brotherhood of	870	21
Railroad Workers, American Federation of	153	15
*Railway Carmen of America, Brotherhood of	582	5
*Railway Clerks, Brotherhood of	1161	21
Railway Conductors of America, The Order of	619	6
*Railway Employees of America, Amalgamated Association of Street and Electric	2220	27
*Roofers, Composition, Damp and Waterproof Workers of the United States and Canada, International Brotherhood of	28	1
*Saw Smiths National Union,	214	—
*Seamen's Union of America, International	50	2
Shoe Workers of America, United	47	24
Shoe Workers Protective Union,	6	6
*Slate and Tile Roofers Union of America, International	28	3
*Slate Workers, American Brotherhood of	26	—
*Spinners Union, International	20	9
*Stage Employees of America, International Alliance of Theatrical	2450	23
State, City and Town Employees Unions, National Federation of	39	33
Steam, Hot Water, and Power Pipe Fitters and Helpers, International Association of	1121	2
*Steam Shovel and Dredgemen, International Brotherhood of	249	1
Steam Shovelmen, Associated Union of	12	—
*Steel Plate Transferers Association of America, The	23	—
*Stereotypers and Electrotypes Union of North America, International	120	5
Stogie Makers League, National	9	—
*Stone Cutters Association of North America, Journeymen	189	4
*Stove Mounters International Union,	54	2
*Switchmen's Union of North America,	200	1
*Tailors Industrial Union, International	331	8
*Teamsters, Chauffeurs, Stablemen, and Helpers of America, International Brotherhood of	560	42
Textile Workers, National Industrial Union of, (I. W. W.)	238	3
*Textile Workers of America, United	205	42
*Tile Layers and Helpers International Union, Ceramic, Mosaic and Encaustic	256	3
*Timber Workers, International Union of	54	—
*Tobacco Workers International Union,	3	—
*Travelers Goods and Leather Novelty Workers International Union of America,	23	—
*Tunnel and Subway Constructors International Union of North America,	8	—
*Typographical Union, International	733	21
*Upholsters International Union of North America	257	4
*Weavers Amalgamated Association of the United States, Elastic Goring	3	2
Weavers, National Federation of Cloth	12	4
*Weavers Protective Association, American Wire	5	1
Woolsorters and Graders Association of the United States, National	17	4
Independent Locals (i.e., locals having no national or international affiliation),	4	31

¹ As last reported in 1912.

² No report.

² As last reported in 1913.

⁴ Number unknown.

TABLE 2. — *Number of Delegate Organizations Having Affiliated Locals in Massachusetts at the Close of the Years, 1908-1914.*

CLASSIFICATION.	NUMBER OF ORGANIZATIONS IN —						
	1908	1909	1910	1911	1912	1913	1914
All Delegate Organizations,	132	146	156	161	165	162	173
State, District, and Trades Councils,	53	57	59	62	69	71	74
State Branches,	10	10	8	10	11	11	12
New England District Councils,	7	10	9	7	9	7	7
Railway Adjustment Committees,	10	12	13	18	24	25	26
District Councils (other than local),	26	25	29	27	25	28	29
Carpenters District Councils,	9	10	10	11	11	11	11
Painters District Councils,	4	4	4	4	4	4	5
Machinists District Councils,	4	3	3	3	3	3	3
Other District Councils,	9	8	12	9	7	10	10
Central Labor Unions,	33	33	35	35	33	35	36
Local Trades Councils,	46	56	62	64	63	56	63
Carpenters District Councils,	8	10	11	10	10	10	11
Building Trades Councils,	9	12	13	11	10	9	12
Joint Shoe Councils,	6	7	7	7	7	6	6
Allied Printing Trades Councils,	5	5	5	7	7	7	7
Metal Trades Councils,	—	2	4	5	5	2	2
Textile Councils,	4	3	3	3	4	3	5
Other Local Trades Councils,	14	17	19	21	20	19	20

TABLE 3. — *Number and Membership of Local Unions at the Close of 1913 and 1914: By Municipalities and Sex.*

MUNICIPALITIES.	1913				1914			
	Number of Unions	MEMBERSHIP			Number of Unions	MEMBERSHIP		
		Males	Females	Total		Males	Females	Total
The State.	1,493	211,213	30,513	241,726	1,392	205,347	28,919	234,266
Adams,	6	601	200	801	6	736	230	966
Athol,	9	283	17	300	9	276	14	290
ATTLEBOROUGH,	5	200	—	200	5	185	—	185
BEVERLY,	8	994	8	1,002	8	1,015	5	1,020
BOSTON,	305	88,532	8,089	96,621	297	86,952	9,391	96,343
BROCKTON,	51	12,101	4,138	16,239	49	11,979	3,925	15,904
CAMBRIDGE,	11	2,345	383	2,728	11	1,389	237	1,626
CHELSEA,	8	1,072	—	1,072	7	1,250	—	1,250
CHICOPEE,	7	330	—	330	9	375	—	375
Clinton,	7	224	—	224	7	211	—	211
FALL RIVER,	37	6,570	3,484	10,054	37	6,263	2,507	8,770
FITCHBURG,	29	1,879	94	1,973	31	1,722	94	1,816
Frammingham,	12	871	—	871	12	956	228	1,184
Gardner,	6	154	—	154	6	175	—	175
GLOUCESTER,	20	2,126	110	2,236	19	1,463	113	1,576
Greenfield,	16	875	1	876	14	848	1	849
HAVERHILL,	32	4,981	1,018	5,999	31	5,384	969	6,353
HOLYOKE,	45	4,094	58	4,152	45	3,953	59	4,012
LAWRENCE,	44	8,263	2,187	10,450	40	5,515	600	6,115
LOWELL,	56	5,938	497	6,435	58	5,796	271	6,067
LYNN,	59	11,102	2,543	13,645	63	11,474	2,281	13,755
MALDEN,	8	497	—	497	8	488	—	488
Marblehead,	5	343	—	343	5	475	3	478
MARLBOROUGH,	12	476	15	491	13	622	48	670
Maynard,	1	—	—	—	7	341	302	643
Milford,	10	1,075	176	1,251	10	978	153	1,131
Montague,	5	239	—	239	5	181	—	181
Natick,	8	641	50	691	8	547	45	592
NEW BEDFORD,	38	6,972	2,106	9,078	40	7,017	1,712	8,729
NEWBURYPORT,	7	191	6	197	7	207	6	213
NEWTON,	10	878	—	878	11	1,108	—	1,108
NORTH ADAMS,	23	900	154	1,054	23	877	160	1,037
NORTHAMPTON,	22	1,127	12	1,139	22	1,180	12	1,192
Norwood,	7	505	—	505	9	438	80	518
PITTSFIELD,	22	1,838	6	1,844	21	1,636	6	1,642
Plymouth,	5	197	1	198	5	213	1	214
QUINCY,	25	2,591	—	2,591	23	2,577	—	2,577
SALEM,	32	3,440	450	3,890	32	3,739	474	4,213
SOMERVILLE,	8	1,491	—	1,491	8	1,477	—	1,477
SPRINGFIELD,	68	8,232	483	8,715	71	8,525	716	9,241
TAUNTON,	29	1,651	32	1,683	29	1,694	10	1,704
Wakefield,	6	456	—	456	7	442	10	452
WALTHAM,	12	903	—	903	14	1,119	—	1,119
Watertown,	5	398	—	398	5	293	—	293
Westfield,	13	647	37	684	13	640	34	674
Whitman,	7	1,290	381	1,671	7	1,241	381	1,622
Winchester,	5	341	—	341	1	—	—	—
WOBURN,	6	216	—	216	6	265	—	265
WORCESTER,	69	8,143	425	8,568	66	7,821	433	8,254
Other cities and towns,	163	12,000	3,352	15,352	153	11,289	3,408	14,697

¹ Included under "Other cities and towns" as there were less than five unions in this municipality at the close of the year.

TABLE 4. — *Number and Membership of Local Unions at the Close of 1913 and 1914: By Occupations and Sex.*

OCCUPATIONS.	1913				1914			
	Number of Unions	MEMBERSHIP			Number of Unions	MEMBERSHIP		
		Males	Females	Total		Males	Females	Total
All Occupations.	1,403	211,213	30,513	241,726	1,392	205,347	28,919	234,266
Bakers and confectioners, . .	16	987	50	1,037	16	1,198	—	1,198
Barbers,	35	2,710	—	2,710	35	2,708	—	2,708
Bartenders,	27	3,811	—	3,811	28	4,073	—	4,073
Blacksmiths and helpers, . .	8	423	—	423	9	463	—	463
Boilermakers and helpers, . .	7	846	—	846	6	709	—	709
Bookbinders,	6	666	583	1,249	8	594	616	1,210
<i>Boot and Shoe Workers:</i>	<i>108</i>	<i>30,303</i>	<i>11,901</i>	<i>42,204</i>	<i>104</i>	<i>30,146</i>	<i>11,594</i>	<i>41,740</i>
Cutters,	10	3,754	219	3,973	9	3,591	168	3,759
Edgemakers,	5	1,461	—	1,461	5	1,296	—	1,296
Lasters,	12	4,367	27	4,394	12	4,085	26	4,111
Mixed,	34	9,805	5,435	15,240	34	9,668	5,696	15,364
Stitchers,	8	808	4,068	4,876	8	874	3,945	4,819
Treers, dressers, and packers,	8	1,553	1,245	2,798	8	1,603	1,114	2,717
Turn workmen,	6	2,451	—	2,451	6	3,378	—	3,378
<i>Boot and shoe workers (n. e. s.),</i>	<i>25</i>	<i>6,104</i>	<i>907</i>	<i>7,011</i>	<i>22</i>	<i>5,651</i>	<i>645</i>	<i>6,296</i>
Bottlers and drivers,	9	1,562	—	1,562	9	1,209	—	1,209
Brewery workmen,	10	1,427	—	1,427	10	1,515	—	1,515
Bricklayers, masons, and plasterers,	49	5,670	—	5,670	48	5,637	—	5,637
Car workers and inspectors, . .	12	1,456	—	1,456	12	1,245	—	1,245
Carmen, railway,	7	941	—	941	5	593	—	593
Carpenters,	154	19,966	—	19,966	151	18,558	—	18,558
Cigarmakers,	16	3,212	305	3,517	16	3,039	313	3,352
Clerks, railway,	21	1,755	33	1,788	21	1,721	36	1,757
Clerks, retail,	27	1,576	876	2,452	22	1,552	371	1,923
Compositors,	20	2,708	153	2,861	20	2,756	252	3,008
Conductors, railway,	6	1,004	—	1,004	6	996	—	996
Cooks and waiters,	9	1,630	237	1,867	9	1,528	233	1,761
Coopers,	5	295	—	295	5	348	—	348
Cutting die and cutter makers,	7	130	—	130	7	123	—	123
Electrical workers, ¹	23	3,194	—	3,194	32	4,121	139	4,260
Engineers, hoisting and portable,	8	426	—	426	8	463	—	463
Engineers, locomotive,	7	1,599	—	1,599	7	1,587	—	1,587
Engineers, stationary,	16	1,635	—	1,635	14	1,586	—	1,586
Firemen, locomotive,	10	2,149	—	2,149	10	2,036	—	2,036
Firemen, stationary,	17	2,821	—	2,821	18	2,210	—	2,210
Freight handlers and clerks, . .	9	2,393	—	2,393	8	2,269	—	2,269
Garment workers,	19	5,835	3,185	9,020	17	4,501	3,799	8,300
Glass workers,	2	—	—	—	5	527	—	527
Government employees (U. S.),	5	581	—	581	5	1,805	15	1,820
Granite cutters,	21	2,423	—	2,423	22	2,321	—	2,321
Hat and cap makers,	8	341	31	372	6	312	27	339
Hod carriers and building laborers,	21	5,368	—	5,368	21	4,498	—	4,498
Lathers (wood, wire, and metal),	12	576	—	576	11	619	—	619
Machinists,	37	4,756	5	4,761	44	4,642	—	4,642
Maintenance of way employees,	9	612	—	612	8	342	—	342
Metal polishers, buffers, and platers,	14	709	—	709	12	598	—	598
Molders and coremakers,	29	2,976	—	2,976	29	2,502	—	2,502
Municipal employees,	41	5,158	10	5,168	39	5,541	10	5,551
Musicians,	28	4,993	325	5,318	29	4,772	361	5,133
Painters, decorators, and paperhangers,	68	6,409	—	6,409	64	6,376	—	6,376
Paper makers,	10	1,409	—	1,409	9	1,198	—	1,198
Pattern makers,	6	635	—	635	8	884	—	884
Paving cutters,	6	346	—	346	6	353	—	353
Plumbers, steam fitters, and gasfitters,	42	3,426	—	3,426	44	3,231	—	3,231
Printing pressmen,	13	1,521	—	1,521	13	1,513	—	1,513

¹ Not including telephone operators, see page 53.² Included under "All others" as there were less than five unions in this occupation at the close of the year.

TABLE 4. — *Number and Membership of Local Unions at the Close of 1913 and 1914: By Occupations and Sex — Concluded.*

OCCUPATIONS.	1913				1914			
	Number of Unions	MEMBERSHIP			Number of Unions	MEMBERSHIP		
		Males	Females	Total		Males	Females	Total
All occupations — Con.								
Quarry workers,	7	684	—	684	7	676	—	676
Sheet metal workers,	17	1,097	—	1,097	16	1,102	—	1,102
Station agents and employees,	15	2,165	7	2,172	15	2,194	4	2,198
Steam railway employees (n. e. s.),	9	1,135	—	1,135	10	1,428	—	1,428
Stereotypers and electrotypers,	5	381	—	381	5	389	—	389
Street and electric railway employees,	26	14,070	242	14,312	27	15,136	250	15,386
Tailors and dressmakers,	9	467	37	504	8	342	31	373
Teamsters, chauffeurs, stablemen, etc.,	42	9,879	—	9,879	43	11,113	—	11,113
Telegraphers, railroad,	6	1,079	30	1,109	6	1,163	22	1,185
Telephone operators,	5	—	2,548	2,548	9	—	3,413	3,413
<i>Textile Workers:</i>	67	16,346	8,682	25,028	61	13,234	5,428	18,662
Loomfixers,	14	2,840	—	2,840	13	2,807	—	2,807
Mixed,	9	6,378	2,783	9,161	6	2,925	780	3,705
Mule spinners,	10	1,986	110	2,096	10	2,084	126	2,210
Weavers,	10	2,850	4,362	7,212	9	3,439	3,238	6,677
Textile workers (n. e. s.),	24	2,292	1,427	3,719	23	1,979	1,284	3,263
Theatrical stage employees,	24	1,304	—	1,304	24	1,254	—	1,254
Trainmen, railroad,	21	4,429	—	4,429	21	4,281	—	4,281
Upholsterers,	5	458	25	483	1	—	—	—
All others,	107	12,350	1,248	13,598	104	11,517	2,005	13,522

¹ Included under "All others" as there were less than five unions in this occupation at the close of the year.

TABLE 5. — *Number and Membership of Local Trade Unions at the Close of 1913 and 1914, Having Women as Members: By Occupations.*

OCCUPATIONS.	1913		1914	
	Number of Unions Having Women as Members	Number of Women in Unions	Number of Unions Having Women as Members	Number of Women in Unions
All Occupations.	195	30,513	198	28,919
<i>Boot and shoe workers:</i>	<i>54</i>	<i>11,901</i>	<i>55</i>	<i>11,594</i>
Boot and shoe workers (mixed),	27	5,435	29	5,696
Stitchers,	7	4,068	7	3,945
Treers, dressers, and packers,	6	1,245	5	1,114
Others,	14	1,153	14	839
Cigarmakers,	13	305	13	313
Clerks, railway,	8	33	7	36
Clerks, retail,	12	876	9	371
Compositors,	14	153	12	252
Garment workers,	13	3,185	13	3,799
Musicians,	22	325	25	361
Tailoresses and dressmakers,	5	37	5	31
Telephone operators,	5	2,548	9	3,413
<i>Textile workers:</i>	<i>19</i>	<i>8,682</i>	<i>17</i>	<i>6,428</i>
Textile workers (mixed),	6	2,783	5	780
Weavers,	7	4,362	6	3,238
Others,	6	1,537	6	1,410
All other occupations,	30	2,468	33	3,321

TABLE 6. — *Number and Membership of Local Trade Unions at the Close of 1913 and 1914: By Industries.*

CLASSIFICATION.	1913		1914	
	Number	Membership	Number	Membership
All Industries.	1,403	241,726	1,392	234,266
Manufacturing.	513	112,991	510	103,248
<i>Textiles.</i>	67	25,028	62	18,777
<i>Leather and Leather Goods.</i>	112	45,033	107	42,271
Boots and shoes,	108	42,204	104	41,740
Other leather goods,	4	829	3	531
<i>Metals, Machinery, and Shipbuilding.</i>	168	9,572	113	8,868
Iron and steel products,	86	7,929	94	7,535
Miscellaneous metal products,	16	892	14	740
Shipbuilding,	6	751	5	593
<i>Food, Liquors, and Tobacco.</i>	62	10,304	62	8,873
Food products,	23	3,074	23	2,074
Liquors and beverages,	21	3,063	21	2,802
Tobacco,	18	4,167	18	3,997
<i>Printing and Allied Trades.</i>	54	6,682	56	6,769
Printing and publishing,	44	5,169	44	5,293
Bookbinding and blankbook making,	6	1,249	8	1,210
Photo engraving,	4	264	4	266
<i>Clothing.</i>	38	10,095	34	9,407
Clothing, men's,	20	6,136	19	5,952
Clothing, women's,	7	3,388	6	2,721
Hats and caps,	9	472	7	539
Others,	2	99	2	195
<i>Paper and Paper Goods.</i>	11	1,430	9	1,198
<i>Furniture and Woodworking.</i>	20	3,123	22	3,147
<i>Stone, Glass, and Clay Products.</i>	38	3,642	41	3,855
<i>Other Manufacturing Industries.</i>	3	83	4	83
Building.	385	43,640	389	42,802
<i>Building Trades.</i>	364	38,272	368	38,324
<i>Unskilled Building Labor.</i>	21	5,368	21	4,498
Transportation.	243	54,031	239	55,991
Railroad,	137	21,034	133	19,981
Road, street, and bridge,	77	25,689	76	27,898
Telegraphs and telephones,	13	4,047	16	4,787
Water,	16	3,261	14	3,325
Trade.	33	3,797	27	3,044
Wholesale and retail,	33	3,797	27	3,044
Public Service.	50	6,127	48	8,421
Professional Service.	52	6,622	53	6,387
Domestic and Personal Service.	78	9,271	79	9,634
Extractive Industries.	8	725	8	709
Quarrying,	8	725	8	709
Miscellaneous.¹	41	4,522	39	4,030

¹ Includes unions which could not be included under any of the above-mentioned industries chiefly because of their being organized on other than an industrial basis.

TABLE 7. — *Increase or Decrease in Membership of Identical¹ Unions existing both at the Close of 1913 and 1914: By Municipalities.*

MUNICIPALITIES.	Number of Identical Unions	MEMBERSHIP		Increase (+) or Decrease (-) in 1914 as Compared with 1913
		1913	1914	
The State.	1,312	235,904	224,322	-11,582
Adams,	3	801	966	+165
Athol,	9	300	290	-10
ATTLEBOROUGH,	5	200	185	-15
BEVERLY,	8	1,002	1,020	+18
BOSTON,	279	93,901	90,931	-2,970
BROCKTON,	49	16,177	15,904	-273
CAMBRIDGE,	11	2,728	1,626	-1,102
CHELSEA,	7	1,058	1,250	+192
CHICOPEE,	7	330	318	-12
Clinton,	7	224	211	-13
FALL RIVER,	35	10,018	8,620	-1,398
FITCHBURG,	27	1,930	1,678	-252
Frammingham,	11	711	1,156	+445
Gardner,	6	154	175	+21
GLOUCESTER,	18	2,141	1,560	-581
Greenfield,	13	822	829	+7
HAVERHILL,	29	5,674	6,258	+584
HOLYOKE,	42	3,963	3,880	-83
LAWRENCE,	39	10,308	6,107	-4,201
LOWELL,	51	6,169	5,234	-935
LYNN,	56	13,522	12,707	-815
MALDEN,	8	497	488	-9
Marblehead,	5	343	478	+135
MARLBOROUGH,	12	491	645	+154
Milford,	10	1,251	1,131	-120
Montague,	5	239	181	-58
Natick,	8	661	592	-69
NEW BEDFORD,	37	9,070	8,525	-545
NEWBURYPORT,	7	197	213	+16
NEWTON,	10	878	908	+30
NORTH ADAMS,	23	1,054	1,037	-17
NORTHAMPTON,	21	1,132	1,154	+22
Norwood,	7	505	431	-74
PITTSFIELD,	20	1,819	1,612	-207
Plymouth,	5	198	214	+16
QUINCY,	23	2,441	2,577	+136
Rockland,	4	1,511	1,567	+56
SALEM,	31	3,828	4,188	+360
SOMERVILLE,	8	1,491	1,477	-14
SPRINGFIELD,	67	8,670	8,746	+76
TAUNTON,	26	1,553	1,538	-15
Wakefield,	6	456	440	-16
WALTHAM,	12	903	1,037	+134
Westfield,	13	684	674	-10
Whitman,	7	1,671	1,622	-49
WOBURN,	6	216	265	+49
WORCESTER,	64	7,927	8,191	+264
Other cities and towns,	152	14,055	13,486	-569

¹ The data presented in this table have reference to what the Bureau has designated as "identical unions," i.e., unions which were in existence both at the close of 1913 and 1914. A presentation of this character makes possible the determination of the actual change in membership of unions existing at the close of both years irrespective of any increase in aggregate membership due to the formation of new unions or of any decrease due to the disbanding in 1914 of unions which were in existence at the close of 1913.

TABLE 8. — *Percentage of Membership of Trade Unions Unemployed (All Causes) at the Close of Each Quarter, 1909-1914.*
By Principal Occupations.

OCCUPATIONS.	1909				1910				1911			
	March 31	June 30	Sept- ember 30	De- cember 31	March 31	June 30	Sept- ember 30	De- cember 31	March 31	June 30	Sept- ember 30	De- cember 30 ¹
Barbers.	2.8	1.7	1.9	3.0	1.7	1.5	1.7	3.3	1.8	1.7	2.5	2.2
Bartenders.	13.3	20.7	13.6	16.2	7.0	6.8	9.6	3.6	5.1	5.8	4.1	6.0
Boot and shoe workers.	12.8	8.0	7.1	3.3	7.4	9.6	5.0	3.0	12.0	4.4	4.1	2.3
Bottlers and drivers.	9.7	1.8	10.1	14.0	19.2	2.1	6.3	33.3	2-	1.7	14.6	19.4
Brewery workers.	10.0	8.9	9.8	9.4	9.4	4.3	3.9	4.0	7.5	5.5	7.8	10.2
Bricklayers, masons, and plasterers.	32.5	8.0	6.1	34.0	19.8	5.6	5.1	31.6	39.2	14.5	7.8	39.4
Carpenters.	14.6	3.2	1.9	10.1	6.5	3.8	3.6	12.9	14.3	3.6	4.4	15.9
Cigar makers.	13.6	0.8	5.5	6.8	8.8	4.0	3.0	5.5	8.4	1.8	3.8	5.2
Clerks, railway.	0.7	1.1	0.0	0.0	1.2	1.3	0.3	0.6	1.3	0.7	0.4	0.9
Clerks, retail.	4.2	4.8	2.5	2.3	3.3	1.8	1.8	3.2	2.7	2.0	2.2	2.4
Compositors.	4.8	4.9	4.4	3.6	4.2	4.1	4.1	2.5	4.9	5.0	7.8	5.9
Cooks and waiters.	6.9	0.9	3.4	0.8	5.7	7.0	6.3	7.8	9.7	4.1	3.0	6.9
Electrical workers.	2.7	2.5	0.1	2.9	5.9	1.8	4.2	10.2	16.6	3.8	4.5	3.2
Engineers (locomotive).	1.8	3.1	2.8	2.8	3.0	3.5	7.5	5.3	4.1	5.1	6.4	5.8
Engineers (stationary).	3.7	2.9	1.5	1.1	3.6	1.1	1.3	3.7	1.5	1.6	2.4	2.4
Firemen (locomotive).	0.0	1.0	2.3	1.8	0.6	1.4	1.2	2.1	2.8	1.6	1.4	1.6
Firemen (stationary).	2.4	2.4	5.5	1.7	2.8	1.1	2.6	1.4	2.7	1.5	1.8	1.3
Freight handlers and clerks.	5.2	5.4	4.1	3.7	3.5	12.3	3.8	8.2	16.1	14.4	4.7	4.4
Garment workers.	6.2	6.3	0.0	8.2	11.6	4.3	22.1	37.2	12.9	9.0	10.7	22.3
Granite cutters.	3.6	4.4	1.2	17.2	4.3	2.0	2.1	13.9	25.5	11.4	6.9	37.7
Hod carriers and building laborers.	41.3	23.0	2.6	25.8	4.6	8.4	12.1	13.9	14.6	4.4	4.5	31.6
Machinists.	3.2	3.1	2.4	2.4	2.9	4.4	5.2	3.3	3.3	3.6	5.4	3.4
Molders (iron and brass).	7.5	5.5	3.3	24.1	4.3	4.3	6.8	28.7	9.5	23.9	8.6	25.1
Municipal employees.	21.5	2.0	1.5	14.7	7.6	1.7	3.0	22.7	22.1	15.6	10.9	20.7
Painters, decorators, and paperhangers.	22.8	6.9	3.2	38.3	4.9	3.8	7.1	30.1	10.6	8.2	6.8	31.0
Paper and pulp makers.	0.0	2.5	3.4	0.0	1.4	1.5	0.8	2.3	2.4	6.9	10.1	0.0
Plumbers, gasfitters, and steamfitters.	20.4	6.0	1.3	5.7	10.6	2.5	1.3	4.2	13.2	2.6	0.8	6.5
Printing pressmen.	5.0	5.3	3.4	5.2	4.7	4.7	2.9	5.1	4.2	3.4	4.1	4.5
Station agents and employees.	0.1	0.7	0.5	0.3	1.1	2-	0.0	1.1	7.5	1.0	0.7	2.1
Street and electric railway employees.	3.3	1.8	2.6	2.2	2.5	1.9	1.7	3.5	2.9	1.7	2.1	1.6
Teamsters and drivers.	14.9	2.3	7.4	1.7	21.2	11.2	1.5	8.5	5.2	1.1	1.9	2.6
Telegraphers (railroad).	1.0	1.0	0.6	0.8	1.8	0.5	0.9	1.5	1.0	0.5	0.7	1.7
Textile operatives.	6.7	7.0	5.1	12.6	8.7	17.9	7.5	8.6	9.7	21.3	11.9	7.5
Trammen, railroad.	2.5	1.7	1.4	2.2	2.4	1.4	1.6	2.4	3.5	2.3	2.6	3.3

¹ Owing to the fact that the respective dates—December 31, 1911, March 31, 1912, and June 30, 1912—fell on Sunday, the date chosen for the returns in each case was the day preceding.

² At the close of this quarter no reports relative to this occupation were received.

TABLE 8. — *Percentage of Membership of Trade Unions Unemployed (All Causes) at the Close of Each Quarter, 1909-1914: By Principal Occupations — Concluded.*

OCCUPATIONS.	1912				1913				1914			
	March 30	June 29	Sept- ember 30	De- cember 31	March 31	June 30	Sept- ember 30	De- cember 31	March 31	June 30	Sept- ember 30	De- cember 31
Barbers,	2.0	0.7	1.5	2.7	2.7	1.2	2.2	3.0	4.0	2.8	2.9	4.1
Bartenders,	4.2	4.3	4.5	5.5	5.3	3.6	5.6	7.1	7.1	13.6	7.0	11.0
Boot and shoe workers,	13.9	8.3	9.2	4.6	14.9	5.5	6.2	4.0	14.4	12.9	13.3	14.7
Bottlers and drivers,	3.7	1.3	5.4	19.9	7.3	7.3	3.3	6.6	2.2	4.5	8.1	10.1
Brewery workers,	9.4	7.0	7.6	8.5	9.4	7.6	7.2	11.8	11.5	7.1	5.1	5.9
Bricklayers, masons, and plasterers,	31.4	4.6	3.8	1.9	26.4	16.3	13.5	29.0	40.2	22.1	19.2	50.6
Carpenters,	14.7	2.4	2.4	8.9	11.5	1.6	8.1	20.9	23.9	8.6	14.9	32.7
Chemists,	5.4	3.0	2.1	4.1	4.9	1.6	3.4	4.0	10.3	5.1	6.8	8.5
Clerks, railway,	0.6	0.2	0.3	0.4	0.8	0.5	0.7	1.6	0.5	0.7	0.7	1.9
Clerks, retail,	2.1	2.1	1.8	1.4	1.7	1.5	1.6	1.6	1.9	2.5	2.5	5.8
Compositors,	6.9	7.9	4.8	4.3	3.9	5.8	4.7	6.1	6.0	4.4	11.5	16.3
Cooks and waiters,	2.5	2.0	9.0	5.0	8.3	4.0	2.6	4.8	5.2	4.6	9.5	14.3
Electrical workers,	5.0	2.9	10.4	4.7	7.9	3.4	0.8	5.6	6.8	4.8	6.8	10.0
Engineers (locomotive),	5.8	10.6	8.5	10.3	8.8	9.7	10.1	9.1	8.8	9.3	10.8	10.3
Engineers (stationary),	2.1	1.7	1.3	1.8	3.0	2.6	2.3	3.6	2.8	3.5	3.6	5.8
Firemen (locomotive),	1.2	2.2	1.0	1.4	1.7	2.8	2.4	2.6	4.2	8.1	12.3	11.2
Firemen (stationary),	3.3	2.6	3.0	2.3	2.4	4.4	3.2	10.3	3.7	6.5	3.4	3.0
Freight handlers and clerks,	11.2	2.3	1.2	0.9	10.1	14.0	6.9	7.2	8.0	8.3	11.8	14.3
Garment workers,	3.1	22.0	27.6	56.7	55.3	4.8	14.8	26.7	22.7	30.7	38.5	55.4
Granite cutters,	21.8	5.4	3.2	20.3	18.7	3.8	6.5	17.7	27.1	6.6	14.0	30.6
Hod carriers and building laborers,	42.3	4.4	2.9	21.5	7.5	23.9	20.2	39.1	27.1	14.9	24.6	49.8
Machinists,	4.8	4.2	5.6	2.0	4.0	3.8	5.2	5.8	6.6	13.6	10.1	15.0
Molders (iron and brass),	10.9	18.9	16.8	25.1	10.6	13.4	11.7	38.2	20.0	14.2	18.4	30.5
Municipal employees,	9.9	2.8	5.6	3.9	6.6	0.9	8.0	16.2	23.9	7.1	6.1	28.6
Painters, decorators, and paperhangers,	19.2	5.0	2.6	36.7	13.6	11.9	8.2	37.8	44.0	23.3	14.7	48.0
Paper and pulp makers,	1.3	0.2	0.1	0.4	1.2	0.1	0.6	1.1	9.1	9.2	3.7	30.0
Plumbers, gasfitters, and steamfitters,	11.2	1.1	1.2	3.2	8.2	4.4	4.1	11.6	13.2	10.8	4.5	18.0
Printing pressmen,	3.4	2.2	1.1	2.9	1.9	3.0	2.9	5.0	2.3	2.7	5.0	6.2
Station agents and employees,	0.5	1.3	1.1	1.0	1.2	0.4	0.7	4.3	2.7	0.8	6.4	14.7
Street and electric railway employees,	2.0	1.7	1.7	4.7	3.8	1.2	1.4	3.4	3.0	1.6	1.5	4.8
Teamsters and drivers,	7.6	6.1	0.4	2.0	5.4	5.9	5.5	8.8	11.1	14.0	8.0	11.5
Telegraphers (railroad),	0.2	0.8	1.1	0.8	0.7	1.1	0.4	0.7	1.1	1.0	1.6	2.0
Textile operatives,	29.1	2.4	5.3	12.9	14.7	12.8	13.0	5.9	5.1	6.4	11.6	21.2
Trammen, railroad,	2.2	2.4	3.5	2.5	5.4	4.0	3.1	4.1	3.9	3.0	3.1	5.7

1 Owing to the fact that the respective dates — December 31, 1911, March 31, 1912, and June 30, 1912 — fell on Sunday, the date chosen for the returns in each case was the day preceding.

TABLE 9. — *Percentage of Membership of Trade Unions Unemployed (All*

QUARTERS ENDING —		The State	Boston	Brockton	Fall River	Fitchburg	Haverhill
1	March 31, 1908,	17.9	16.9	10.1	1—	1—	1—
2	June 30, 1908,	14.4	16.1	15.3	6.2	1—	10.0
3	September 30, 1908,	10.6	10.3	11.4	12.7	1—	3.1
4	December 31, 1908,	13.9	15.2	9.7	5.5	13.2	7.0
5	March 31, 1909,	11.4	11.8	8.6	7.1	1—	4.1
6	June 30, 1909,	6.4	6.9	7.6	6.4	4.4	6.5
7	September 30, 1909,	4.8	4.1	6.4	7.4	2.6	4.4
8	December 31, 1909,	9.4	9.2	8.2	11.6	6.1	2.0
9	March 31, 1910,	7.1	8.1	4.5	5.5	4.0	6.9
10	June 30, 1910,	7.0	6.6	6.3	6.5	1.5	3.8
11	September 30, 1910,	5.6	5.1	3.5	6.6	1.4	3.0
12	December 31, 1910,	10.2	9.9	4.2	11.2	2.3	3.0
13	March 31, 1911,	10.4	7.1	20.7	16.0	4.2	5.5
14	June 30, 1911,	6.6	4.8	3.5	37.5	1.1	1.0
15	September 30, 1911,	5.6	5.0	4.1	16.3	1.4	2.4
16	December 30, ² 1911,	9.7	8.1	4.3	15.0	5.7	3.1
17	March 30, ² 1912,	14.1	7.5	17.0	9.7	7.7	5.1
18	June 29, ² 1912,	5.3	5.3	7.4	2.9	2.9	9.6
19	September 30, 1912,	4.7	3.9	5.8	2.9	1.8	6.5
20	December 31, 1912,	9.1	11.4	3.3	6.5	5.5	7.5
21	March 31, 1913,	11.3	10.7	8.0	7.2	3.1	3.9
22	June 30, 1913,	6.4	5.8	4.7	24.5	4.0	7.2
23	September 30, 1913,	6.8	4.9	3.3	3.5	3.7	2.9
24	December 31, 1913,	10.4	10.5	5.3	8.5	4.6	7.1
25	March 31, 1914,	12.9	11.2	11.6	10.6	4.9	14.6
26	June 30, 1914,	9.9	10.1	15.4	3.8	7.5	8.8
27	September 30, 1914,	11.0	11.1	12.4	11.8	2.9	6.0
28	December 31, 1914,	18.3	15.7	16.3	13.1	12.0	16.5

¹ Membership reporting was not sufficiently large to justify use of returns for comparative purposes.

² Owing to the fact that the respective dates — December 31, 1911, March 31, 1912, and June 30, 1912 — fell on Sunday, the date chosen for the returns in each case was the day preceding.

Causes) at the Close of Each Quarter, 1908-1914: By Principal Cities.

Holyoke	Lawrence	Lowell	Lynn	New Bedford	Quincy	Salem	Springfield	Worcester	
1-	38.9	32.8	4.0	43.5	1-	1-	1-	11.1	1
1-	17.3	8.4	19.3	15.4	1-	1-	5.8	14.0	2
1-	14.6	10.0	5.3	13.2	2.5	1-	3.3	8.4	3
20.4	14.3	12.6	7.3	39.9	4.0	8.7	12.4	11.8	4
12.2	7.8	14.2	5.4	12.3	5.4	17.8	7.4	6.3	5
2.6	5.5	7.1	8.1	14.2	1.5	11.4	2.3	3.7	6
1.5	3.1	11.0	7.5	7.9	2.3	12.5	2.7	3.0	7
6.4	16.7	8.8	7.0	13.4	9.1	7.3	6.2	7.6	8
3.6	9.1	7.3	6.7	11.2	3.5	7.5	3.6	5.2	9
3.6	17.1	12.8	16.1	9.1	3.5	4.7	2.5	2.6	10
2.5	7.5	14.0	9.6	7.4	1.8	5.8	4.3	4.2	11
23.4	14.1	20.0	8.1	20.2	12.1	6.4	6.5	6.0	12
9.0	16.0	17.0	8.8	15.3	8.5	6.4	8.6	7.3	13
7.4	16.4	8.9	6.0	12.1	1.7	2.8	5.1	5.7	14
2.1	10.0	7.5	4.9	10.1	2.8	2.0	4.2	4.8	15
19.7	18.1	12.0	4.5	13.0	22.0	4.5	7.5	9.4	16
17.6	3.1	80.6	11.9	8.5	4.1	5.6	4.3	11.3	17
6.1	2.9	6.2	8.6	4.5	1.9	2.7	1.7	3.7	18
1.4	10.0	4.5	10.9	4.6	1.4	2.7	1.9	3.3	19
11.1	20.2	2.9	8.1	5.7	3.8	4.4	3.7	7.7	20
7.8	23.0	8.8	14.8	8.4	3.5	6.9	6.2	7.3	21
6.2	20.3	7.7	8.2	4.8	2.0	7.0	3.5	4.9	22
6.4	18.6	8.4	4.7	8.0	2.7	6.7	4.8	9.5	23
17.4	11.5	9.2	7.5	13.5	6.4	11.5	10.7	11.7	24
18.1	14.7	10.4	8.2	20.0	3.6	15.5	14.1	13.5	25
10.0	9.2	11.9	11.0	14.6	2.4	22.4	12.0	8.1	26
7.6	10.0	6.8	9.4	11.8	4.3	8.9	9.3	17.1	27
26.3	36.6	15.5	17.6	33.2	17.2	16.6	15.0	19.5	28

³ The unemployment of the textile operatives during the memorable strike that occurred in Lawrence early in 1912 is not represented in this percentage for the reason that prior to March 30, 1912, nearly, if not quite, all the strikers had returned to work.

⁴ In explanation of this unusually high percentage unemployed for *all causes* it should be stated that over 9,000 organized textile workers in Lowell who were involved in a strike pending on March 30 were included in the aggregate number reported as unemployed on that date.

APPENDIX.

DEFINITIONS AND EXPLANATION OF TERMS.¹

(a) The term "*labor organization*" as used by this Bureau is a group of wage-earners employed in the same trade or industry who have associated themselves primarily for the purpose of securing more favorable rates of wages, hours of labor, and other working conditions where obtainable. There are three distinct types of labor organizations in the United States, — (a) the *local*, (b) the *delegate*, and (c) the *national* or *international*.

(b) The *local trade union*, properly so-called, is composed of wage-earners working in a definite locality and employed in the same craft, occupation, or industry. Its affairs are authorized by direct vote of the members in formal meetings. The term "*local*" is customarily used by organized wage-earners to signify "*local trade union*" or "*local union*" and for purposes of brevity is so used in this report. Some locals have subordinate departments, such as the "*chapels*" among printers or the "*shop crews*" in other trades. In those localities where no local has been formed employees often attach themselves to the nearest local elsewhere, although they may not be able to participate in its deliberations. In some localities where there is not a sufficient number of persons in a single craft to form a distinct local for each craft the American Federation of Labor has made it a practice to form what are known as "*federal labor unions*," in which are associated those wage-earners whose occupation is such that they are not eligible to join any of the existing locals in that locality. The term "*local*" as used in this report includes not only organizations whose official names actually include the word "*union*," but also other organized bodies of wage-earners who prefer to be known as "*associations*," "*assemblies*," or "*lodges*."

(c) A *delegate organization* consists of a body of representatives from a group of local unions or other delegate organizations. The function of such bodies is to make possible concerted action by the local unions in particular trades or localities through these representatives, known as "*delegates*," who have been elected by the several locals for the purpose of considering matters of common interest. The influence of each organization of this character is determined largely by the number, membership, and degree of organization of the local unions represented by the delegates elected. Among the delegate organizations there are several distinct types. (See "*State and District Councils*,"

"*Central Labor Unions*," and "*Local Trades Councils*," defined on page 61.)

(d) A *national or international organization* represents a group of affiliated local unions covering a larger territory than a single State, but ordinarily having jurisdiction over but one trade or several closely allied trades. The only distinction between national and international organizations is that the latter may have affiliated locals in more than one country. In this report the word "*international*" is used to designate both national and international organizations, a use of the term which general usage amply justifies. An international union may have affiliated locals in each of those States or districts where there are wage-earners employed in the trade over which that international has assumed jurisdiction. Thus some of the stronger internationals have affiliated locals in nearly every State in the Union and some have affiliated unions in Porto Rico, Hawaii, the Isthmian Canal Zone, the Philippines, Canada, and Mexico. Two British organizations have affiliated "*Societies*" in this country — The Amalgamated Society of Carpenters and Joiners and the Amalgamated Society of Engineers, the latter body including machinists, millwrights, and pattern makers. These "*Societies*" also have branches in Canada, Australia, New Zealand, and South Africa. The word "*National*," forming a part of the official title of some organizations, is sometimes misleading, inasmuch as the organization so designated may have a very limited number of affiliated locals and these may be concentrated in a few localities only. The name may thus be merely prophetic of what the organization hopes to become, or, as in the case of one or two organizations, the trade over which the organization has jurisdiction may be confined to a limited section of the country, thereby precluding the union's further growth territorially.

A large majority of the internationals in the United States have become affiliated with the American Federation of Labor. The principle of federation is similar to that of the local unions with their respective internationals, and its revenue is raised by a per capita tax on the members of each affiliated union and by charter fees.

The International Union of the United Brewery Workers of America, the Western Federation of Miners, and the United Mine Workers of America, while affiliated with the

¹ For a descriptive and historical study of the various forms of trade unions, see "*American Trade Unions*," by Helen Marot (New York, Henry Holt & Co., 1914, 275 p.). Chapter VI, entitled "*Industrial and Trade Organization*" is of particular interest in this connection.

American Federation of Labor, depart somewhat from the typical form of International and National Organizations affiliated with the Federation in that they comprise locals of which the membership is not always confined to a single branch of trade or occupation. Thus the locals of brewery workers may, in addition to brewery workers, include bottlers, drivers, stationary firemen, and other employees about the brewery, and likewise the local unions of mine workers include many of the different trades employed about the mines as well as those who are actually miners.

Notable among the internationals which are not affiliated with the American Federation of Labor are several large railway organizations which, while without formal federation among themselves, are nevertheless closely associated through sympathy and identity of interests. Two other organizations commonly classed as federations—the Knights of Labor and the Industrial Workers of the World—differ fundamentally from the American Federation of Labor in that they are composed not of affiliated internationals each reserving to itself a large measure of trade autonomy but are composed rather of affiliated local bodies organized on an industrial basis and having a membership consisting of wage-earners in various more or less unrelated trades.

As variations of this type of organization may be mentioned other organizations which are, in principle, alliances of national unions having jurisdiction over related trades. The triple alliance of the International Typographical Union, the International Printing Pressmen and Assistants Union, and the International Brotherhood of Bookbinders may be cited as illustrative of this form of association along trade lines. The American Federation of Labor has established five departments: Building Trades Department, Metal Trades Department, Mining Department, Railroad Employees Department (all branches are not

represented, however), and Union Label Trades Department. Each department has a chairman and secretary and is concerned with matters affecting the group of trades.

(e) *State and District Councils.*—Between the local union and the international body there are sometimes organized State or district councils, which are composed of delegates from local unions of a particular trade organization within a given locality, the locality being in some cases a county, State, or group of States. Such a body is the Massachusetts State Council of Carpenters and Joiners, in which are associated for certain purposes representatives from all of the local unions of carpenters in Massachusetts. The Massachusetts State Council of Wood, Wire, and Metal Lathers and other similar organizations have their own officers and definite authority within the district, represented by their affiliated locals. *State Federations* such as the Massachusetts State Branch of the American Federation of Labor, for example, are organized upon a basis similar to the central labor unions, but the territory from which local unions are eligible is a State rather than a city.

(f) *Central Labor Unions.*—In nearly all of the cities and in several of the large towns there is a central labor union (sometimes called a "trades and labor council" or "city central"). Such body is composed of delegates from the local unions of various trades in a certain definite locality. Usually a majority of the local unions in a city are affiliated with the Central Labor Union of that city.

(g) *Local Trades Councils.*—Federations of local unions, generally known as "local trades councils," are made up in the larger cities of delegates from local unions of closely allied trades grouped together for certain stated purposes. The local Carpenters' District Councils, the building trades councils, and allied printing trades councils are examples of this form of federation.



¹ A copy of this schedule was sent on December 18, 1914, to each national or international organization known to have affiliated with it at least one local union in the United States.

2. SCHEDULE SENT QUARTERLY TO SECRETARIES OF
LOCAL LABOR ORGANIZATIONS.¹



The Commonwealth of Massachusetts

BUREAU OF STATISTICS

LABOR DIVISION

STATE HOUSE, BOSTON

CHARLES F. GETTEMY
DIRECTOR

EMPLOYMENT AND MEMBERSHIP—REPORT FOR...

NOTICE. — Kindly answer each question in order that further correspondence may be rendered unnecessary. If any question is not applicable to your organization, mark a cross (X) opposite such question. Where the proper answer is "NONE," this word should be written, so that we may know the question has been considered by you. Remarks with reference to any of the inquiries may be written on the reverse side of this schedule.

1. City or town where your organization is located.
2. Name and local number of your organization.
3. Occupation or kind of work done.

	Men	Women
4. How many members were unemployed because of lack of work or material?		
5. How many members were unemployed because of unfavorable weather?		
6. How many members were unemployed because of strike or lock-out?		
7. How many members were unemployed because of sickness, accident, or old age?		
8. How many members were unemployed because of other reasons?		
State what these reasons were,		
9. Total number of members unemployed on date specified above, .		

10. **Number of members in your local organization** on date specified above? Men.
Women. Total.

Information supplied by.....
 Date..... Official position.....
 Address.....



¹ A copy of this schedule was sent quarterly to each local union known to be in existence at the close of each quarter in 1914.

